

ABDULLAH GÜL UNIVERSITY

2017-2021 STRATEGIC PLAN

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PART 1

1.STRATEGIC PLANNING COMMITTEE AND PLANNING PROCESS

1.1Strategic Planning Committee

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Prof. İrfan ALAN	School of Engineering
Prof. Ercan KİRAZ	School of Educational Sciences
Prof. Cengiz YILMAZ	School of Management Sciences
Prof. Yusuf BARAN	School of Life and Natural Sciences
Prof. Dilek CİNDÖĐLU	School of Humanities and Social Sciences
Prof. Arzu ERDEM	School of Architecture
Assoc. Prof. Lale ÖZBAKIR	School of Engineering
Asst. Prof. Evren MUTLUGÜN	School of Engineering
Asst. Prof. Hande GÜREL	The Dean of Students Office
Belgin AKYÜZ	Acting Head of Strategy Development
Onur ERDOĐAN	Deputy Specialist of Financial Services at Strategy Development

PART 2

2. SITUATION ANALYSIS

2.1. HISTORICAL DEVELOPMENT

AGU, the first state university in Turkey supported by a foundation, was established on July 21, 2010. The University is a project to transform the Sümerbank Plant Factory, which had one of the first and biggest industrial campuses of the Republic of Turkey, to an education campus. It admitted its first students in 2013-2014 academic year. The construction of the Mimar Sinan Campus, the second campus of the university, is also continuing. The efforts to bring a new state university to Kayseri were initiated in 2007 by the opinion leaders of Kayseri who came together thanks to the initiative of the Metropolitan Municipality. In line with the vision of Kayseri, which is held up as an example in Turkey for its development and entrepreneurship, it was aimed to bring the city to the fore in terms of education as well and thought to name the university after His Excellencies Abdullah Gül, the 11th President of Turkey. The President accepted this offer as long as it is a quality university that would make a difference in the higher education of Turkey and compete on the international scene. One of the most important elements that brings AGU to the fore, which is aimed to be an institution that both has education and conducts research at an international level, as a new model is the AGU Support Foundation (AGÜV). AGÜV was established on July 13, 2011 and started to work in parallel to the development of the university and to provide effective support to this development.

2.2. INSTITUTIONAL ANALYSIS

2.2.1. Human Resources

Human resources that Abdullah Gül University possess consist of the academic staff appointed and recruited in accordance with the Higher Education Personnel Law No. 2914, the administrative personnel appointed by the Civil Servants Law No. 657, the foreign academic staff working in accordance with the provisions of the Labor Law No. 4857, and the personnel who are employed through service procurement within the scope of the Tender Law No. 4734.

Academic Staff

The academic staff of our university is employed under the law no. 2914 and the number of academic staff is 186. The distribution of our academic staff by titles is shown in Table 1.

Table 1: Distribution of the Academic Staff as of the end of 2015

TITLE	FEMALE NUMBER	MALE NUMBER	TOTAL ACADEMIC STAFF
PROFESSOR	1	6	7
ASSOCIATE PROFESSOR	2	13	15
ASST. PROF.	14	24	38
LECTURER	1	1	2
INSTRUCTOR	7	5	12
RESEARCH ASSISTANT	35	56	91
SPECIALIST	6	14	20
TRANSLATOR	-	1	1
TOTAL	66	120	186

The distribution of the academic staff at Abdullah Gül University by departments is shown in Table 2.

Table 2: Number of the academic staff in Faculties and Schools as of the end of 2015

THE NUMBER OF THE ACADEMIC STAFF BY DEPARTMENTS	
School of Engineering	100
School of Life and Natural Sciences	3
School of Architecture	22
School of Computer Sciences	5
School of Management Sciences	12
School of Humanities and Social Sciences	9
School of Educational Sciences	6
School of Languages	10
School of Physical Education and Sports	2
Graduate School of Engineering and Science	4
Graduate School of Social Sciences	-
Graduate School of Educational Sciences	-
Rectorate	13
TOTAL	186

The number of the foreign academic staff working at our university is 37. The distribution of the foreign national academic staff working at our university according to the titles is shown in Table 3 below.

Table 3: Number of the Foreign Academic Staff as of the end of 2015

Title	Quantity
Prof.	-
Associate Professor	2
Assistant Professor	9
Lecturer	6
Instructor	20
TOTAL	37

Administrative Staff

At our university, the number of the administrative personnel employed in accordance with Law No. 657 is 124 as of the end of 2015. The distribution of the administrative personnel by units is shown in Table 4.

Table 4: Distribution of the Administrative Staff by Units

UNIT NAME	STAFF NUMBERS
SCHOOL OF PHYSICAL EDUCATION AND SPORTS	5
INFORMATION TECHNOLOGY SERVICES	2
SCHOOL OF COMPUTER SCIENCES	9
SCHOOL OF EDUCATIONAL SCIENCES	2
GRADUATE SCHOOL OF ENGINEERING AND SCIENCE	2
GENERAL SECRETARIAT	1
OFFICE OF LEGAL COUNSEL	9
ADMINISTRATION AND FINANCE	2
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES	8
LIBRARY AND DOCUMENTATION	5
SCHOOL OF ARCHITECTURE	6
SCHOOL OF ENGINEERING	3
STUDENT AFFAIRS	1
HUMAN RESOURCES	1
HEALTH, CULTURE AND SPORTS	13
STRATEGY DEVELOPMENT	20
SCHOOL OF LANGUAGES	20
CONSTRUCTION AND TECHNICAL AFFAIRS	2
SCHOOL OF LIFE AND NATURAL SCIENCES	1
SCHOOL OF MANAGEMENT SCIENCES	12
TOTAL	124

Educational background of our administrative staff is shown in Table 5.

Table 5: Educational Background of the Administrative Staff

EDUCATIONAL BACKGROUND OF THE ADMINISTRATIVE STAFF					
	PRIMARY SCHOOL	HIGH SCHOOL	ASSOCIATE DEGREE	UNDERGRADUATE DEGREE	GRADUATE DEGREE
NUMB	7	9	10	83	15

ER OF PEOPL E					
PERCE NTAGE	6%	7%	8%	67%	12%

Personnel Employed Through Service Procurement

Within the scope of the Law No. 4734, personnel are employed at the university in order to perform cleaning and security services. A total of 76 people are employed through service procurement, 35 of whom are in cleaning service and 41 in security service.

Table 6: Number of the Employees Employed through Service Procurement Method

Service Type	Number of Other Employees
Number of Employees Working in Cleaning Service	35
Number of Employees Working in Security Service	41
Total	76

2.3. Students

Abdullah Gül University is the first state university supported by a foundation and was founded on July 21, 2010 in Kayseri. Our university has begun to admit its first students in 2013-2014 academic year. Abdullah Gül University has shown an increase in student numbers over the years. As of 2015, our student numbers by departments are shown in Table 7.

Table 7: Distribution of the Students by Departments

Program Name	M	F	Total
Schools			
School of Management Sciences			
Business Administration (Eng.)	13	14	27
School of Architecture			
Architecture (Eng.)	15	23	38
School of Engineering			
Electrical and Electronics Engineering (Eng.)	34	7	41
Industrial Engineering (Eng.)	26	14	40
Civil Engineering (Eng.)	37	3	40
Mechanical Engineering (Eng.)	32	1	33
Computer Engineering (Eng.)	14	4	18
Graduate Schools			
Graduate School of Engineering and Science			
Electrical and Electronics Engineering (MSc) (Thesis) (Eng.)	1	0	1
Industrial Engineering (MSc) (Thesis) (Eng.)	4	2	6
Advanced Materials and Nanotechnology (MSc) (Thesis) (Eng.)	4	3	7
Electrical and Computer Engineering (MSc) (Thesis) (Eng.)	13	4	17
Electrical and Computer Engineering (PhD) (Thesis) (Eng.)	11	2	13
Industrial Engineering (PhD) (Thesis) (Eng.)	4	2	6
Materials Science and Mechanical Engineering (PhD) (Thesis) (Eng.)	6	3	9
Bioengineering (MSc) (Thesis) (Eng.)	0	2	2
Total Number for Schools	171	66	237
Total Number for Graduate Schools	43	18	61
Total Number for University	214	84	298

Table 8: Number of Students in the School of Languages

SCHOOL	PROGRAM	MALE	FEMALE	TOTAL
School of Architecture	Architecture	9	8	17
School of Engineering	Computer Engineering	15	0	15
School of Engineering	Electrical and Electronics Engineering	22	2	24
School of Engineering	Industrial Engineering	14	7	21
School of Engineering	Mechanical Engineering	19	2	21
School of Engineering	Civil Engineering	18	4	22
School of Management Sciences	Business Administration	15	7	22
	TOTAL	112	30	142

*Ratio of the number of students at the School of Languages to the total number of students (number of students at the School of Languages / Total number of students*100)

Table 9: Student Quotas and Occupancy Rate

Program Name	Quota of the Student Selection System (ÖSS)	Students Admitted through ÖSS	Empty Spots	Occupancy Rate
School of Management Sciences				
Business Administration (Eng.)	21	22	0	104%
School of Architecture				
Architecture (Eng.)	16	16	0	100%
School of Engineering				
Electrical and Electronics Engineering (Eng.)	21	21	0	100%
Industrial Engineering (Eng.)	21	21	0	100%
Civil Engineering (Eng.)	21	21	0	100%
Mechanical Engineering (Eng.)	21	21	0	100%
Computer Engineering (Eng.)	16	16	0	100%
Total Number for Schools				

Table 10: International Students

Program Name	Daytime Education			Percentage*
	M	F	Total	
Schools	17	4	21	5%
Graduate Schools	4	0	4	0.86%
Total	21	4	25	5.3%

*Ratio of the Number of International Students to the Total Number of Students (Number of International Students / Total Number of Students*100)

2.4. Physical Condition

The distribution of indoor spaces on the Sumer Campus in square meters is shown in Table 11 below. The Mimar Sinan Campus is in construction phase and it is aimed to be finished as soon as possible.

Table 11: Physical Condition of the University

Offices and Other Spaces	Offices of Academic Staff (Number)	Office Space of Academic Staff (m2)	Offices of Administrative Staff (Number)	Office Space of Administrative Staff (m2)
Rectorate			15	1273
Strategy Development			1	53
Information Technology Services			1	65
Administration and Finance			3	100
Library and Documentation			1	25
Student Affairs			3	40
Human Resources			2	77
Health, Culture and Sports			6	200
Construction and Technical Affairs			13	500
Legal Counsel			1	20
General Secretariat			4	177
School of Languages	19	570		
School of Engineering	38	1160	2	136
School of Computer Sciences	2	40	1	20
School of Architecture	7	200	2	115
School of Management Sciences	5	115	3	75
Graduate School of Engineering and Science			1	20
School of Management Sciences	5	90	3	36
School of Humanities and Social Sciences	2	40	3	50
Graduate School of Social Sciences			1	20

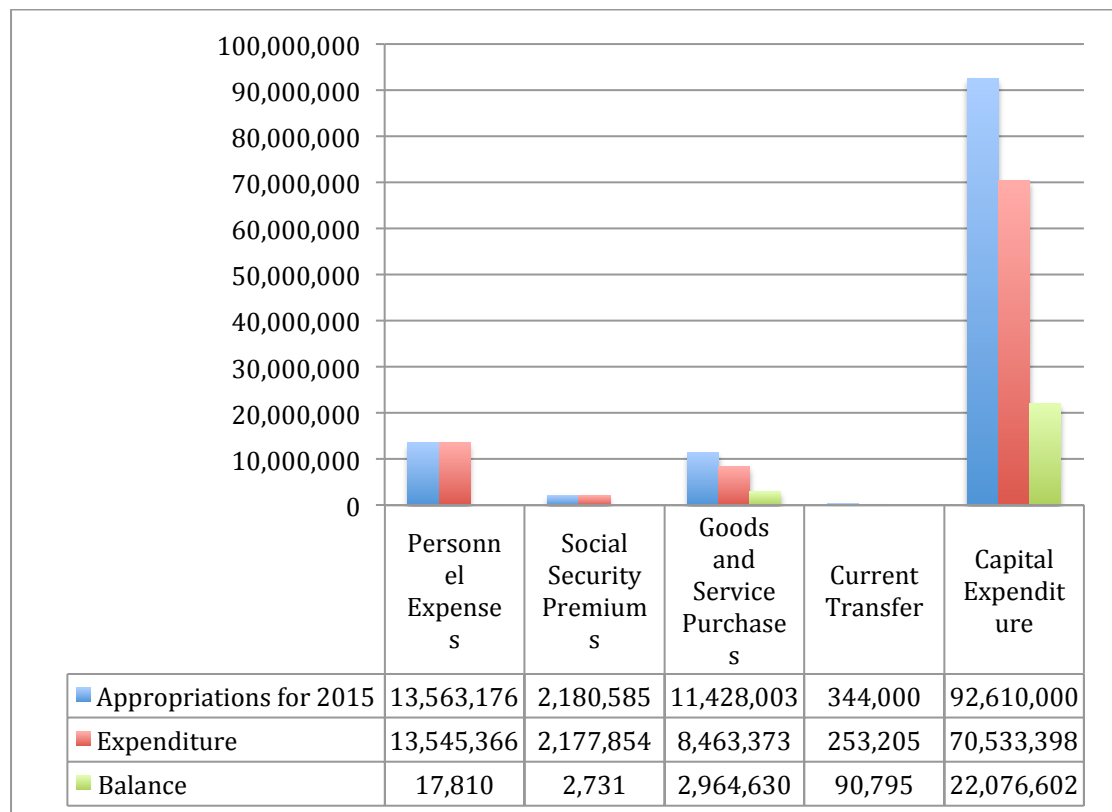
2.5. Financial Analysis

1 - Budget Implementation Results

The Ministry of Finance allocated a total of TL 120,125,764 to our University in 2015, of which TL 27,515,764 were for current and TL 92,610,000 for capital expenditure. In 2015, TL 94,973,196 corresponding to 79,06% of the mentioned appropriation was spent as expenditure.

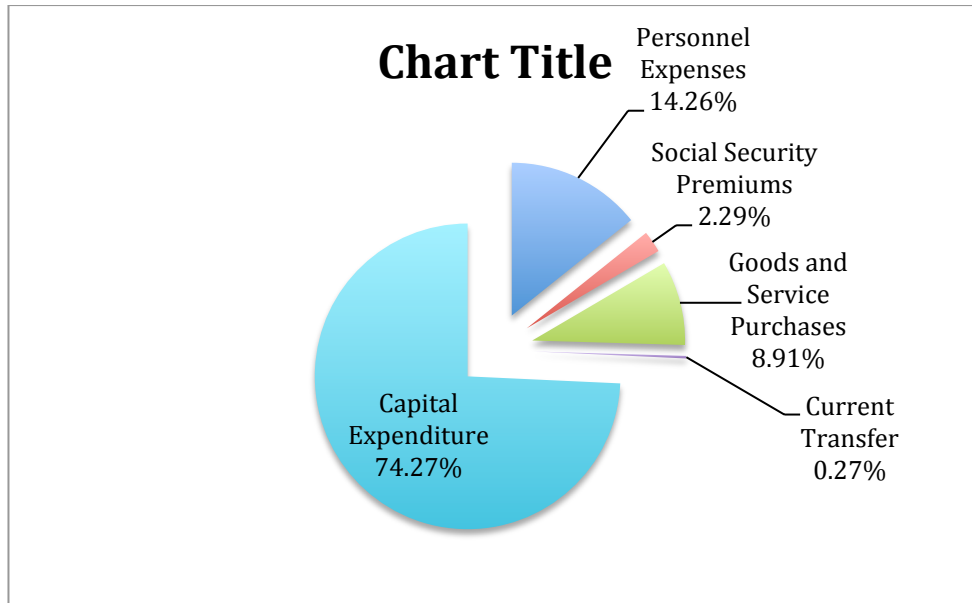
When we look at the economic classification of the budget expenditure, it is seen that 74.27% of the total expenditure made in 2015 is capital expenditure, 14.26% personnel expenses, 8.91% goods and service purchases, 2.29% social security institution (SGK) premiums, and 0.27% current transfers.

Appropriation and expenditure by economic classification are shown in the graph below.



2015 Annual Appropriation / Expenditure Table

The distribution of the 2015 expenditure by economic classification is as follows:



2.6. Analysis of Legal Obligations and Laws

Abdullah Gül University conducts its academic and administrative activities in accordance with Articles 130 and 131 of the 1982 Constitution and various laws, statutory decrees and many directives. In the Article 130 of our Constitution, it reads:

"For the purpose of training manpower to meet the needs of the nation and the country under a system of contemporary education principles, universities comprising several units and having scientific autonomy and public legal personality shall be established by the State and by law, to educate at different levels based on secondary education, to conduct research, to issue publications, to act as consultants, and to serve the country and humanity... The establishment of institutions of higher education, their organs, their functioning and elections, their duties, authorities and responsibilities,... the use of financial resources ... shall be regulated by law. "The duties of the higher education institutions are listed in Article 12 of the Higher Education Law No. 2547, which was drafted and has been in force within the framework of the above mentioned law, as follows:

- To disseminate, in oral, written, or other forms, scientific data and scholarly findings such as might be expected to raise the standard of living of Turkish society and enlighten the public in general.
- To carry out research and educational activities pertaining to the country's scientific, cultural, social and economic progress and development, and through cooperation with other organizations to encourage public organizations to contribute to such activities; to make research results available to the public, to carry out studies requested by public institutions, and to offer relevant proposals.
- To carry out post-secondary education at various levels, undertake scholarly research, engage in publication, and act in the capacity of consultant, in accordance with the principles and objectives of the development plans and the needs of society, with regard to the conditions of modern societies and contemporary education.
- To train people, especially in the fields of industrialization, and the modernization of agriculture, through formal, informal, continuous and adult education.
- To take measures that will contribute to the institutions responsible for formal, informal, continuous, widespread, constant and adult education in mobilizing literacy campaigns.
- To develop, apply and disseminate educational technology.
- Utilizing its own specialist abilities and material resources in a rational, productive and economic way, to train sufficient manpower in the required fields to meet the needs of the country; in line with the national education policy and principles and objectives of development plans and programs as prepared by the Council of Higher Education.

- To develop the principles of education with a view to a more practical approach to higher education, to set up revolving funds and operate them productively and to take necessary measures for the development of these activities.

The management and organization of Abdullah Gül University is determined according to the provisions of Law No. 2547.

2.7. STAKEHOLDER ANALYSIS

Strategic planning is a process that requires consideration of the views and suggestions of the stakeholders with whom the university is in communication. Therefore, stakeholder analysis has been emphasized in the strategic planning of our university.

Table 12 : Stakeholders

Stakeholders	Employee	Service Recipient	Main Partner	Strategic Partner	Stakeholder Status
Academic Staff	❖				Internal
Administrative Staff	❖				Internal
Students		❖			Internal
AGU Foundation				❖	External
The Council of Higher Education			❖	❖	External
Ministry of Science, Industry and			❖	❖	External
Ministry of Education			❖	❖	External
Ministry of Labour and Social Security			❖		External
Ministry of Development			❖		External
Ministry of Finance			❖		External
Scientific and Technological Research			❖	❖	External
Inter-University Council (UAK)			❖	❖	External
Trade Association			❖	❖	External
State Personnel Presidency			❖	❖	External
Small and Medium Industry			❖	❖	External
Local Governments			❖		External
Governorship			❖		External
Non-Governmental Organizations		❖		❖	External

National Universities				❖	External
Contracted International Universities				❖	External
EU Units			❖	❖	External
Business and Industry World		❖	❖		External

AGU STRATEGY PAPER

SITUATION ANALYSIS: SWOT

<p>Strengths</p> <ul style="list-style-type: none"> • Versatile and multicultural academic staff • A strong support foundation (AGÜV) • Visionary and innovative institutional culture • Qualified academic staff and outstanding students • Public support for the AGU mission and the process of developing a "Brand University" in general • Unique and innovative internal offices of the university • Harmonious, dynamic, and participatory work environment thanks to being small • High international faculty and student rate • Quality foreign language education • Modern campus built on a historical ground • Limited student quota • Strong ties and partnerships with local governments, government managers, the business and industrial world and civil society representatives 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Deficiencies in terms of laboratories and similar physical areas • Challenges for the administrative and academic staff in the process of internalizing the university's innovative mission • Financial and bureaucratic constraints of being a state university • The fact that relations with the business and industrial world is not sufficiently institutionalized • The shortage of foreign language speakers among administrative staff • The fact that internal control processes are not sufficiently established • Lack of a Technopark organization in line with the university mission • The fact that our institution cannot be fully evaluated in terms of quality and performance for being a university with no graduates yet • The fact that the region where the university is located is not found attractive by prospective faculty and students
<p>Opportunities</p> <ul style="list-style-type: none"> • The change in the learning style due to the developing communication and information technologies and the fact that existing university structures and systems cannot respond to this • The chance of being the first implementation of the new generation university model in Turkey • The need for quality education and research projects • Increased support from global stakeholders in the process of internationalization 	<p>Threats</p> <ul style="list-style-type: none"> • Difficulties in obtaining international qualified academic staff and students due to the socio-economic instability and security risks experienced in the region Turkey is situated. • Increased competition in the university system • Sustainability risk of the support of the AGU Foundation (AGUV) • The fact that physical space planning and production continue to fall behind the need • Over-centralized and restrictive

<ul style="list-style-type: none"> • Increased support for research projects on national and international platforms • The fact that the Tenth Five-Year Development Plan supports the "Third Generation University" approach • Need for visionary, guiding, knowledgeable, cultivated and leading graduates • The fact that Kayseri is safe and offers high quality life standards 	<p>nature of the YÖK system</p> <ul style="list-style-type: none"> • Habit of including universities into daily political polemics • Existence of discourses that deny the importance of academia in society • Effects of local dynamics on university processes • Increased competition in obtaining international students and reaching international research funds
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VALUES: (WHO WE ARE AND WHO WE WANT TO BECOME)

Aware of the prestige and importance of the academia

Innovative

Participative

Entrepreneurial

In possession of aesthetic awareness and ethical responsibility

Caring for the society

Caring for the environment

Focused on the future

Respectful to the diversities and in possession of a culture of reconciliation

Libertarian

VISION: (WHERE WE WANT TO BE?)

Being a prestigious international university that has assimilated innovation and creativity, produces information and contributes to the science and society at a high level by transforming information to value.

MISSION: (WHAT WE WILL DO, WITH AND FOR WHOM WE WILL DO?)

To educate individuals who will shape the future with a "learner-centered" approach and to transform knowledge to value with partnerships established as a research university seeking solutions to global problems.

Research

To contribute at a high level to the universal knowledge and different segments of the society using the outcomes obtained by observing a balance between basic and applied research in our research activities

To select applied research topics from global problem areas considering near and distant environmental differences, which will contribute to the society at a high level

To develop and apply transdisciplinary research culture.

Education

To develop and implement learner-centered training and research processes, and become an exemplary institution.

To cultivate individuals who are knowledgeable, able to establish a connection between theory and practice, show multifaceted thinking, increase their knowledge, and shape the future.

To have an understanding that has internalized the importance of ethical values and social responsibility in education.

Societal Impact

To organize all the processes and activities of the university in a way that will eventually contribute positively to the community.

To ensure that the university is in close and collaborative work process with the society, business and industry world, public institutions and non-governmental organizations at national and international level.

Management Level

To ensure effective participation of internal and external stakeholders in the management processes of the university.

To create management processes that will facilitate the development of innovative projects by the academic staff and researchers.

To fulfill and internalize the requirements of internationalization processes.

DIFFERENTIATION FOCUS:

AGU is a new generation research university that aims to make an important international contribution to science, scientific knowledge production processes, innovative education and university-community interaction by taking its aim of societal impact to the forefront and thus worldwide respect in this respect.

The most important difference of AGU is that it aims to create synergy between these activities by integrating research, education and societal impact activities. Research, education and societal impact activities at AGU are not disconnected. All activities are carried out in an integrated and quality-focused manner to support and nurture each other. In this sense, AGU moves away from the traditional university approach and makes decisions together and in cooperation with community partners (business and industrial world, public institutions, non-governmental organizations, local governments, society in general). At AGU, it is the most important goal that every activity contributes significantly to the society and science in short, medium and long terms. AGU's academic activities firmly support the development of new technologies, new products, new business models, offer solutions to global problems and produce social benefits. All of these integrated processes are designed by being intertwined with education and it is aimed that students become important stakeholders of these processes.

AGU aims to have highly qualified students and academicians from Turkey and international community while fulfilling its academic objectives. The support of the AGU Foundation (AGÜV) is the most important advantage in terms of difference. The AGUV contributes to the AGU goal of becoming an academic institution respected around the world by providing supports based on objective principles for attracting qualified academicians and students to join AGU.

AGU also has an innovative and entrepreneurial understanding and culture. Leading the process of shaping the new university model is one of the important tasks AGU has adopted thinking that academic institutions should be more integrated with the society and produce social and economic value in their activities.

The most important competencies that AGU believes in for achieving its goals are (1) qualified human power, (2) the innovative vision and the AGU culture shared by the AGU components (students, academic and administrative staff) that internalize the values of this vision, and (3) strong ties and partnerships forged with local governments, public administrators, representatives of business and industrial world and civil society.

STRATEGIES

RESEARCH

STRATEGIC PURPOSE 1:

TO REALIZE QUALITY AND ADVANCED RESEARCH STUDIES

To ensure quality research studies are conducted which will generate added value for the society and guide the future while contributing to science. To ensure quality and advanced research is done, which will contribute to the global peace, sustainable environment and development, human life and quality of life, provide solutions to social problems, and make a difference with its solutions.

STRATEGIC OBJECTIVE 1.1

To provide AGU with human resources which will allow quality and advanced research to be conducted.

Activities:

- 1) Providing financial support to qualified scientists and researchers through the foundation and other sources and to increase existing supports.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of external stakeholders providing financial support	Input Indicator
Number of people benefiting from financial supports Amount of financial support per academician	Output Indicator
Research performances of researchers benefiting from financial support (publication, citation, patent, etc.)	Result Indicator
	Quality Indicator

- 2) *To offer more accommodation privileges (housing, dormitory and guest house) to scientists and researchers.*

Performance Indicator	Indicator Type
	Productivity Indicator
Area of new housing, dormitory and guest house constructed every year	Input Indicator
Number of people benefiting from housing, dormitory and guest house privileges	Output Indicator
Number of visiting researchers benefiting from the dormitory and guest house	
Percentage of researchers benefiting from the housing	Result Indicator
Percentage of postdoctoral researchers benefiting from the dormitory and guest house	
Level of satisfaction with the housing, dormitory and guest house	Quality Indicator

- 3) *Setting the criteria for appointment and promotion of AGU faculty members according to international standards and to ensure that the criteria are applied transparently.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Writing and publishing the directive relating to the appointment and promotion of the academic staff in two months	Output Indicator
Applying the directive thoroughly and without any concessions	Result Indicator
In the directive relating to the appointment and promotion of the academic staff, setting performance expectations related to research, education and societal impact at a balanced level and at the level of internationally respected universities	Quality Indicator

- 4) *Increasing the number of activities that will increase the visibility of AGU in national and international scientific circles (conferences, symposiums, workshops, etc.).*

Performance Indicator	Indicator Type
	Productivity Indicator
Total annual budget allocated for conference-symposium-workshop events	Input Indicator
Number of the conference-symposium-workshop events	Output Indicator
Number of publications printed as a result of conference-symposium-workshop events. Rate of foreign participants at events Number of people attending events	Result Indicator
Participant's level of satisfaction with events	Quality Indicator

- 5) *Increasing the number of technical mid-level staff (technicians and specialists) and research assistants / graduate students who will contribute to research processes.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of mid-level staff positions created within this scope	Input Indicator
Number of people employed within this scope	Output Indicator
	Result Indicator
Balanced distribution of technical staff among departments	Quality Indicator

6) *Increasing the number of qualified international master's and doctoral students as well as postdoctoral researchers at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Total number of applications by master's and doctoral students and postdoctoral researchers to come to AGU	Input Indicator
Number of accepted graduate and doctoral students and postdoctoral researchers	Output Indicator
Ratio of international master's students to total master's students Ratio of international doctoral students to total doctoral students Ratio of international postdoctoral researchers to total postdoctoral researchers	Result Indicator
Number of postdoctoral projects per department	Quality Indicator

STRATEGIC OBJECTIVE 1.2

To have research facilities, laboratories and infrastructure that will allow conduct of quality and advanced research

Activities:

- 1) *Increasing the number of laboratories and infrastructure assets that will respond to researchers' urgent and priority research needs.*

Performance Indicator	Indicator Type
	Productivity Indicator
Total amount of investment for laboratory area and infrastructure	Input Indicator
User number of laboratories and the infrastructure Rate of the departments whose laboratory and infrastructure requirements have been met	Output Indicator
Scientific products (publications, patents, projects, etc.) produced thanks to laboratories and infrastructure investments	Result Indicator
	Quality Indicator

- 2) *Establishing a central research laboratory facility.*

Performance Indicator	Indicator Type
	Productivity Indicator
Amount invested in the area and infrastructure of the central research facility area	Input Indicator
Establishing the central research laboratory in six months User numbers of the established center	Output Indicator
Number of scientific products (publication, patent, project, etc.) produced at the established center	Result Indicator
	Quality Indicator

3) *Ensuring that private sector and industry establish their R&D centers or research laboratories at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Area of open and closed spaces allocated for this purpose (square meters)	Input Indicator
Number of established centers or research laboratories	Output Indicator
Outputs from these centers and research laboratories (project, publication, patent, etc.)	Result Indicator
	Quality Indicator

4) *Ensuring that facilities such as Technopark, TTO, Incubation Centers which will support research infrastructure and processes are established according to international standards.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of staff and total monetary resources allocated to the establishment of support units	Input Indicator
Establishment of Technopark, TTO, Incubation Centers	Output Indicator
Outputs (project, publication, patent, product, income, export, etc.) obtained from the established Technopark, TTO, Incubation Center	Result Indicator
	Quality Indicator

5) *Providing access to resources and databases that researchers will need.*

Performance Indicator	Indicator Type
Database cost per user number	Productivity Indicator
Number of databases used	Input Indicator
Number of resources and databases open to access of researchers	Output Indicator
	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 1.3

To ensure the diversity and continuity of the financial resources required for conducting quality and advanced research and to improve related management processes.

Activities:

- 1) *Establishing online systems that will inform AGU faculty members about the application processes of the institutions giving national and international research support in a continuous and up-to-date manner.*

Performance Indicator	Indicator Type
	Productivity Indicator
Forming an expertise committee in two months to develop suggestions on the content and qualities of the online system to be established	Input Indicator
Creating and activating the said online system	Output Indicator
Number of researchers using the said online system	Result Indicator
Satisfaction level of users who benefit from the said online system	Quality Indicator

- 2) *Supporting applications of AGU faculty members to institutions providing national and international research funds.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of researchers who have received counseling and/or process support during and after the application process.	Output Indicator
Ratio of researchers whose applications have been accepted to those who have received counseling and/or process support.	Result Indicator
	Quality Indicator

- 3) *Making cooperation agreements that will enable the research projects required by the business and industrial world to be carried out in AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of contacted stakeholders	Input Indicator
Number of agreements made	Output Indicator
The number of products (product, patent, project, publication, etc.) obtained from the joint projects	Result Indicator
	Quality Indicator

- 4) *Carrying out studies for external stakeholders to transfer their scientific supports to AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of the realized studies	Input Indicator
Amount of the received support	Output Indicator
Number of publications and patents obtained with the received support	Result Indicator
	Quality Indicator

5) *Increasing the number of companies to be established in Technoparks by AGU faculty members and to provide incentives in this direction.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training sessions organized for establishing companies	Input Indicator
Number of faculty members who own a company in a Technopark	Output Indicator
	Result Indicator
Ratio of the number of faculty members who own a company in a technopark to the total faculty	Quality Indicator

6) *Creating online systems to ensure transparency in the distribution and use of research funds.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Creation of the said system in two months	Output Indicator
Number of researchers using the system	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 1.4

To raise knowledge and experience sharing to the highest level by carrying out joint projects with international and national competent institutions in research processes.

Activities:

- 1) *Initiating bilateral co-operation agreements that will open the way for AGU faculty members to undertake joint projects with scientists from international and national institutions.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of contacted stakeholders	Input Indicator
Number of stakeholders with whom bilateral agreements have been made Number of faculty members who have taken a role in these projects	Output Indicator
The ratio of the number of faculty members carrying out a joint project under bilateral cooperation to the total faculty	Result Indicator
	Quality Indicator

- 2) *Increasing the visibility of AGU scientists and scientific clusters on international and national scientific platforms.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of participants from AGU scientists in national and international scientific activities (congresses, fairs, seminars, speeches, workshops etc.)	Output Indicator
AGU's recognition and academic reputation in national and international scientific circles	Result Indicator
	Quality Indicator

- 3) Supporting AGU scientists to make short-and-medium-term visits to international and national institutions and organizations.

Performance Indicator	Indicator Type
	Productivity Indicator
Total of monetary resources provided for international visits	Input Indicator
Number of visiting scientists	Output Indicator
Number of joint scientific projects conducted as a result of visits	Result Indicator
	Quality Indicator

- 4) *Increasing the number of qualified guest lecturers in AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of faculty members who have contacts with AGU	Input Indicator
Number of guest lecturers coming to AGU	Output Indicator
	Result Indicator
Performance evaluations of guest lecturers regarding their contribution to AGU's scientific production	Quality Indicator

- 5) *Undertaking the necessary initiatives to enable AGU scientists to use research infrastructures outside AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of initiatives undertaken for the use of non-AGU research centers and their infrastructures	Input Indicator
Number of cooperation agreements signed	Output Indicator
Number of faculty members using non-AGU research centers and their infrastructures	Result Indicator
	Quality Indicator

- 6) *Establishing joint graduate programs with international and national competent institutions and paving the way for student exchanges.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Total number of joint graduate programs established	Output Indicator
Number of incoming/outgoing students through exchange programs	Output Indicator
	Result Indicator
Stakeholder's (students, employers, academicians) level of satisfaction with the established joint programs	Quality Indicator

- 7) *Preparing the necessary infrastructure for international and national institutions to establish their research centers, laboratories and/or liaison offices at AGU and to develop incentive processes in this regard.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of ventures carried out for this purpose Space allocated for this purpose (square meter, unit)	Input Indicator
Number of centers, laboratories, liaison offices established at AGU	Output Indicator
	Result Indicator
	Quality Indicator

- 8) *Developing online systems that create institutional memory in the field of research by recording and keeping track of the process of national and international research projects and similar activities carried out at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Establishing the said online system in six months	Output Indicator
Number of researchers using the system	Result Indicator
	Quality Indicator

STRATEGIC PURPOSE 2:

TO ENSURE THAT RESEARCH WHICH WILL PRODUCE SOLUTIONS TO GLOBAL PROBLEMS AND HAVE A SAY IN THE FUTURE SCIENTIFIC ADVANCEMENT IS CARRIED OUT

To conduct research studies focused on solving global problems and shaping the future. To determine basic and applied research topics from the fields that will generate societal benefit and design the future.

STRATEGIC OBJECTIVE 2.1

In accordance with the AGU vision, to conduct research focusing primarily on solutions to global problems such as (1) Peace and Democracy, (2) Health and Food, (3) Sustainability and Urbanization, and (4) Population and Migration.

Activities:

- 1) *Establishing online systems that will enable AGU scientists to be aware of calls for projects related to global problems supported by national or international organizations.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Establishing the said online system in six months	Output Indicator
Number of researchers using the system actively	Result Indicator
	Quality Indicator

- 2) *Supporting primarily AGU scientists' application processes for project calls related to global problems and supported by national or international organizations.*

Performance Indicator	Indicator Type
	Productivity Indicator
Specifying support phases for project application processes and support details in two months and publishing the guidelines	Input Indicator
Among the supported application processes, number of those related to global problems	Output Indicator
	Result Indicator
	Quality Indicator

- 3) *Organizing scientific meetings such as conferences, symposia, workshops, etc. related to global problem areas.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of conferences /symposia/workshops Number of participants in conferences/ symposia/workshops etc. events	Output Indicator
Number of publications such as books, articles, papers, etc. published as a result of conferences/symposia/workshops	Result Indicator
Participants' level of satisfaction with the events	Quality Indicator

4) *Giving priorities to studies related to global problems in research supports.*

Performance Indicator	Indicator Type
	Productivity Indicator
Specifying support phases for research processes and support details in two months and publishing the guidelines	Input Indicator
Number of supported studies related to global problems	Output Indicator
Number of books, articles, reports, projects from AGU that bring solution/suggestions to particular global problems.	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 2.2

To do research that reveals the infrastructure of future scientific progress today.

Activities:

- 1) *Ensuring that Basic Research studies and Basic Science also receive a share and are attached importance in terms of research supports in addition to global problems.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of project applications in basic research topics	Input Indicator
Number of supported thesis/project/study about basic research subjects and the amount of support	Output Indicator
Number of produced publications, papers, theses about basic research subjects	Result Indicator
	Quality Indicator

- 2) *Organizing workshops and search conferences to identify critical areas of future research.*

Performance Indicator	Indicator Type
	Productivity Indicator
Monetary resources allocated for activities with the specified qualities	Input Indicator
Number of conferences/symposia/workshops held	Output Indicator
Number of participants in conference/symposium/workshop events	
Number of publications as a result of conference/symposium/workshop events	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 2.3

To ensure that research outputs are transformed into economic value and societal benefit.

Activities:

- 1) *Providing additional support to research work to be done by AGU scientists to develop product and business models.*

Performance Indicator	Indicator Type
Amount of support per capita	Productivity Indicator
Number of research projects to develop product and business models at AGU	Input Indicator
Total amount of support provided to the research projects for the development of products and business models produced at AGU	Output Indicator
Number of products and business models that are developed and commercialized at AGU and the total revenue they generate	Result Indicator
	Quality Indicator

- 2) *Providing support in the patenting process for scientific products developed by AGU scientists.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise office to assist researchers in the process of patenting and protection of intellectual property rights	Input Indicator
Number of patent applications for which the expertise office has provided process and consulting support	Output Indicator
Number of international and national patents originating from AGU	Result Indicator
Total revenue of the university obtained from patents originating from AGU	Quality Indicator

3) *Supporting AGU scientists in the protection of their intellectual property rights.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise office to assist researchers in the process of patenting and protection of intellectual property rights	Input Indicator
Number of researchers who have received process and counseling support from the expertise office Number of training/seminar/information booklet etc. provided for researchers in this regard.	Output Indicator
	Result Indicator
	Quality Indicator

4) *Supporting processes of finding partners in business, industry and civil society and dissemination of the product in order to transform research output into economic value and/or societal benefit.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of activities carried out for this purpose by the TTO and similar expertise offices that will bring AGU researchers together with business, industry and civil society actors	Input Indicator
Number of cooperation fostered	Output Indicator
Number of research outputs developed in cooperation with business, industry and civil society actors and transformed into economic value	Result Indicator
	Quality Indicator

- 5) *Creating platforms that will give recognition and visibility to AGU scientists' accumulation and production.*

Performance Indicator	Indicator Type
	Productivity Indicator
Amount of monetary resources allocated to web pages, brochures, meetings, fairs, visits, presentations etc. that will inform external stakeholders about the accumulation and production of AGU scientists	Input Indicator
Number of brochures, meetings, fairs, visits, presentations etc. that provide information to external stakeholders about the accumulation and production of the AGU scientists	Output Indicator
Recognition level of AGU scientists for their accumulation and production in the eye of different groups of foreign stakeholders	Result Indicator
	Quality Indicator

- 6) *Creating mechanisms to support the commercialization process of new products developed by AGU scientists.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise office which will give training during the commercialization process of new products and business models and process/counseling support at the AGU Technopark to be founded.	Input Indicator
Training/seminars given by the expertise office Number of process and counseling supports provided by the expertise office	Output Indicator
Total number of commercialized products originating from AGU and the total revenue they generate	Result Indicator
	Quality Indicator

STRATEGIC PURPOSE 3:

TO ENSURE THAT TRANSDISCIPLINARY RESEARCH IS CONDUCTED

To ensure that the research processes that will contribute to global peace, sustainable environment and development, human life and quality of life, and offer solutions to social problems are carried out in a multidisciplinary, integrated and transdisciplinary manner with a focus on common research questions of disciplines.

STRATEGIC OBJECTIVE 3.1

To create human resources and cooperation networks within the body of AGU that will make transdisciplinary research possible.

Activities:

- 1) *Providing basis for researchers from different disciplines within or outside AGU to meet and carry out joint studies.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training/ seminars/presentations given to AGU researchers so that they can understand other disciplines better Number of conference, workshop, symposium, brokerage, etc. events which have been carried out in the leadership of AGU and have brought together different disciplines. Putting in place a mixed office system in two months	Input Indicator
Number of research projects carried out by researchers from different disciplines at AGU	Output Indicator
	Result Indicator
	Quality Indicator

- 2) *Enabling researchers outside AGU and the business and industrial world to use research infrastructures (laboratories, databases, etc.) that AGU possesses.*

Performance Indicator	Indicator Type
	Productivity Indicator
Determining the principles of access and use regarding AGU research infrastructure for external stakeholders with a flexible understanding Time allocated for external users of the infrastructures	Input Indicator
Number of external stakeholders benefiting from the AGU research infrastructures	Output Indicator
Number of research projects completed using AGU research infrastructures under the partnership of external stakeholders and AGU	Result Indicator
	Quality Indicator

- 3) *Developing the infrastructure and processes that will enable other university scientists working in departments, which are not in AGU, to carry out research activities at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Determining the principles of access and use regarding AGU research infrastructure for external stakeholders with a flexible understanding Time allocated for external users of the infrastructures	Input Indicator
Number of external users with specified qualifications benefiting from the research infrastructure	Output Indicator
	Result Indicator

	Quality Indicator
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STRATEGIC OBJECTIVE 3.2

To develop an institutional culture and set up institutional structures and processes that will enable researchers from different disciplines to come together and carry out joint projects.

Activities:

- 1) *Setting up offices in a manner mixing people from different disciplines.*

Performance Indicator	Indicator Type
	Productivity Indicator
Office areas (square meters, units) created within the body of AGU to put in place and maintain a Mixed Office layout Establishing an expertise committee to coordinate placements into Mixed Offices	Input Indicator
Finishing placements into mixed offices in two months	Output Indicator
Number of interdisciplinary projects carried out by researchers who are placed in mixed offices	Result Indicator
	Quality Indicator

- 2) *Increasing interaction of AGU scientists from different disciplines by providing collaborative work areas (laboratories, centers of excellence, meeting rooms).*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of collaborative work areas created to increase interdisciplinary interactions	Input Indicator
Average number of contacts/interactions between researchers in different disciplines during a day	Output Indicator
Number of joint projects carried out by users who communicate with each other	Result Indicator

	Quality Indicator
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- 3) *Increasing communication and interaction by providing common social spaces (coffee corners, cafes, cafeterias, kitchens, recreation rooms, TV rooms, etc.) where AGU scientists in different disciplines can meet and exchange information .*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of common socialization spaces created to increase interdisciplinary interactions	Input Indicator
Average number of contacts/interactions between researchers in different disciplines during a day	Output Indicator
Number of joint projects carried out by users who communicate with each other	Result Indicator
	Quality Indicator

- 4) *Providing additional supports and incentives to multidisciplinary research projects.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Amount of additional financial support given to multidisciplinary research projects	Output Indicator
Number of multidisciplinary research projects	Result Indicator
	Quality Indicator

STRATEGIC PURPOSE 4:

TO INCREASE THE EFFECT OF RESEARCH STUDIES BY INTEGRATING RESEARCH WITH EDUCATION AND SOCIETAL IMPACT

To integrate activities of education, research and adding value to the society and to carry out these three elements with approaches in which they multiply each other by multiplier effect.

STRATEGIC OBJECTIVE 4.1.

To integrate research processes with societal impact and education activities.

Activities:

- 1) *Creating incentives for AGU faculty members allowing them to give balanced importance and emphasis to the activities of education, research and societal impact.*

Performance Indicator	Indicator Type
	Productivity Indicator
Setting up an evaluation system to report and follow the activities of the faculty staff in education, research and societal impact	Input Indicator
Give place and weight to each of the education, research and societal impact activities in the AGU appointment and promotion directive Providing additional financial incentives to faculty members who are successful in each of the education, research and societal impact activities	Output Indicator
Making AGU one of the top five universities in societal impact in addition to education and research	Result Indicator
	Quality Indicator

- 2) *Ensuring that scientific data and values produced at AGU are included in the educational content of undergraduate and graduate students*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of faculty members trained related to transferring current scientific studies to course contents	Input Indicator
Number of undergraduate and graduate courses containing findings of the scientific work of the faculty members	Output Indicator
Among the students, the rate of those who agree to the statement of "research activities of researchers and their educational content are not disconnected from each other at AGU"	Result Indicator
	Quality Indicator

- 3) Ensuring that undergraduate and graduate students participate in scientific research projects conducted by AGU scientists as an important part of their education and learning.

Performance Indicator	Indicator Type
	Productivity Indicator
Number of engaged research projects	Input Indicator
Number of undergraduate students who have participated in the projects Number of graduate students who have participated in the projects	Output Indicator
	Result Indicator
Assessments of students' gains from project experience	Quality Indicator

- 4) *Supporting undergraduate and graduate students to undertake their own research projects during their education*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of trainings on writing and carrying out projects given to students	Input Indicator
Number of students who have carried out at least one project during their education life at AGU	Output Indicator
	Result Indicator
	Quality Indicator

- 5) *Ensuring that societal impact is observed in scientific studies and research carried out at AGU and explained in project texts.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training/seminars/meetings held in order to have a common understanding for including a separate section titled "Societal Impact" in theses and research projects carried out at AGU and listing the contributions clearly at this section.	Input Indicator
Number of theses and research projects that observe societal impact criteria in the study targets and discuss in the relevant section	Output Indicator
	Result Indicator
	Quality Indicator

- 6) *Creating working groups and consortia in which different sectors and institutions are represented in order to focus on the needs of business and industrial world, civil society and public institutions when determining focus areas of the research conducted at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Planned budget to create working groups and consortia in which different sectors and institutions are represented. Number of activities (visits, meetings, proposals, etc.) put forward to form working groups and consortia in which different sectors and institutions are represented.	Input Indicator
Number of working groups and consortia in which different sectors and institutions are represented	Output Indicator
	Result Indicator
Diversity of external stakeholders in the working groups	Quality Indicator

- 7) *Developing processes to support transforming research outputs and publications originated at AGU into course content such as lecture notes, books, etc.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing printing and publishing infrastructure required for transforming research outputs and publications into lecture notes and presenting them to the students in print or electronically	Input Indicator
	Output Indicator
Number of lecture notes enriched by research outputs and compilations from publications	Result Indicator
	Quality Indicator

8) *Supporting the conduct of new scientific studies in the light of feedback from educational activities and societal impact studies.*

Performance Indicator	Indicator Type
	Productivity Indicator
Creating the portal where feedback from education and social contribution studies is compiled and opened to access and use of AGU components	Input Indicator
Number of scientific studies whose research questions have been shaped with the feedback	Output Indicator
	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 4.2.

To create centers of excellence that offer solutions in selected critical research areas

Activities:

- 1) *Forming a cluster of qualified researchers in designated strategic study areas.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of activities (meetings, search conferences, etc.) conducted to determine strategic study areas	Input Indicator
Budget allocated for the targeted cluster of qualified researchers	
Number of clusters formed in strategic study areas	Output Indicator
Number of researchers in the clusters formed in strategic study areas	
	Result Indicator
	Quality Indicator

- 2) *Giving priority to the projects associated with the designated strategic areas in support processes.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee to coordinate project supports	Input Indicator
Number of projects associated with strategic areas primarily supported by the committee's proposals	
	Result Indicator
	Quality Indicator

- 3) *Ensuring that the centers of excellence are managed with flexible, specific processes.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee which will develop original management processes for the centers of excellence by including the contributions of external stakeholders	Input Indicator
Number of enhancements/improvements in the management processes of the centers of excellence in line with the committee's recommendations	Output Indicator
	Result Indicator
	Quality Indicator

- 4) Taking precautions to enhance the visibility of the centers of excellence (including the infrastructure, services and analysis they possess) in national and international academia and business world.

Performance Indicator	Indicator Type
	Productivity Indicator
Amount of man-hour and monetary resources planned for the promotion of centers of excellence	Input Indicator
Number of activities (congresses, meetings, press releases, publications, etc.) carried out for the promotion of centers of excellence.	Output Indicator
Levels of recognition and reputation of centers of excellence in national and international academia and business world	Result Indicator
	Quality Indicator

- 5) *For each of the centers of excellence, creating advisory committees with specialists from the academic, administrative, business-industry and non-governmental organizations.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of activities (research, visit, meeting, invitation, etc.) done to establish the advisory board.	Input Indicator
Number of the formed advisory boards	Output Indicator
	Result Indicator
Diversity of participants in the advisory boards	Quality Indicator

- 6) *Establishing a senior management and advisory board with representatives from the academia, non-governmental organizations, business and industrial world, and the public, who coordinate the centers of excellence.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of activities (research, visit, meeting, invitation, etc.) done to establish the advisory board.	Input Indicator
	Output Indicator
	Result Indicator
Diversity of participants in the established board	Quality Indicator

- 7) *Organizing regular meetings to ensure that the centers of excellence communicate and interact with one another.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of the organized meetings	Output Indicator
Number of joint projects and enhancements/improvements in the processes made as a result of meetings	Result Indicator
	Quality Indicator

8) *Strengthening the organic ties between centers of excellence by ensuring that AGU academic staff take on different roles in many Centers of Excellence.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of brokerage meetings held so that academic staff can take duties appropriate to their research areas in different centers of excellence	Input Indicator
Number of academicians working in multiple centers of excellence	Output Indicator
	Result Indicator
	Quality Indicator

9) *Supporting development of joint projects by centers of excellence.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of meetings held for the development of joint projects by the centers of excellence	Input Indicator
Monetary amount provided to centers of excellence that develop joint projects as additional support	Output Indicator
Number of undertaken common projects	Result Indicator
	Quality Indicator

11) *Ensuring that theses written at AGU are related to the focus of centers of excellence.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training and information meetings held to correlate graduate studies with the focus of centers of excellence	Input Indicator
Number of the foci of centers of excellence in graduate theses	Output Indicator
	Result Indicator
	Quality Indicator

12) *Ensuring that centers of excellence are open to access and use by public, industry, university and non-governmental organizations.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of external stakeholders benefiting from the centers of excellence	Output Indicator
	Result Indicator
Level of satisfaction of external stakeholders with the centers of excellence	Quality Indicator

EDUCATION

STRATEGIC PURPOSE 1:

TO CULTIVATE INDIVIDUALS WHO ARE EQUIPPED WITH THE KNOWLEDGE AND SKILLS REQUIRED IN THE BUSINESS AND SOCIAL LIFE OF THE PRESENT AND THE FUTURE AND TO MAKE AGU PREFERABLE BY QUALIFIED STUDENTS WITH A PERCEPTION OF INNOVATIVE, QUALITY EDUCATION

STRATEGIC OBJECTIVE 1.1.

To integrate education, research and societal impact and ensure that all AGU students acquire this common experience and culture.

Activities:

- 1) In all programs and primarily in the core curriculum, designing courses that emphasize global affairs, entrepreneurship, design-and-project-focused thinking, societal impact.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training activities held for trainers so that courses with the specified features can be designed	Input Indicator
Ratio of the number of courses opened with the specified features to the total number of courses	Output Indicator
	Result Indicator
Weight of the elements (global issues, entrepreneurship, design-and-project-oriented thinking and societal impact) in the designed courses	Quality Indicator

2) *Ensuring that in the course contents of undergraduate and graduate programs, project activities aimed at societal impact are emphasized.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training activities held for trainers so that courses with the specified features can be designed	Input Indicator
Rate of courses including projects aimed at societal impact	Output Indicator
	Result Indicator
Rate of courses including projects with external stakeholders	Quality Indicator

3) *Incorporating scientific data and values produced at AGU into the educational contents of undergraduate and graduate students.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of faculty members trained related to transferring current scientific studies to course contents	Input Indicator
Number of undergraduate and graduate courses containing findings of the scientific work of the faculty members	Output Indicator
Among the students, the rate of those who agree to the statement of "research activities of researchers and their educational content are not disconnected from each other at AGU"	Result Indicator
	Quality Indicator

- 4) *Ensuring that undergraduate and graduate students participate in scientific research projects conducted by AGU scientists as an important part of their education and learning.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of implemented projects	Input Indicator
Number of undergraduate students who have participated in the projects Number of graduate students who have participated in the projects	Output Indicator
	Result Indicator
Assessments of students' gains from project experience	Quality Indicator

- 5) *Organizing seminars and workshops to ensure that the innovative educational approach of AGU is internalized by faculty members and students.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of organized seminars/workshops	Output Indicator
Rate of the faculty members and students who have adopted/internalized the innovative educational approach of AGU	Result Indicator
	Quality Indicator

6) *Including mandatory and elective internships that will increase the business world experience of students in all programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of mandatory internships Number of elective internships Number of students choosing internships	Output Indicator
Ratio of students doing internship to all students	Result Indicator
Students' level of satisfaction with gains from internships	Quality Indicator

STRATEGIC OBJECTIVE 1.2.

To apply the learner-centered education approach and to strengthen learning by doing.

Activities:

- 1) *Ensuring that practices that aim interactive learning in all programs are included in course contents.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of seminar and academic coaching activities in support of structuring course contents in a format aimed at learning	Input Indicator
Number of faculty members participating in these activities	Output Indicator
Ratio of courses revised within this framework to all courses	Result Indicator
	Quality Indicator

- 2) *Ensuring that field applications and student research projects are included in course contents in all programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of seminar and coaching activities organized for field applications and student research projects to be included into course content	Input Indicator
Rate of courses whose content is revised within this framework	Output Indicator
	Result Indicator
	Quality Indicator

3) *Organizing all the campus areas used by students in a manner that will support their learning and personal, social and professional development.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee in two months to review all campus areas from the point of student experiences and development	Input Indicator
Number of campus areas reorganized in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

4) *Ensuring that topics and contents that will emphasize scientific thinking and research-oriented education approach are chosen for homework and projects.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of seminars and coaching activities organized for the review of homework and project frameworks	Input Indicator
Ratio of revised courses to other courses	Output Indicator
	Result Indicator
	Quality Indicator

5) *Increasing cooperation between the business/industrial world and other social actors through educational programs and contributing to social stakeholders' learning processes.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of collaborated stakeholders Number of joint meetings held with stakeholders who will contribute to the courses	Input Indicator
Number of joint cooperation agreements Number of the courses including contributions by external stakeholder in their content and presentations	Output Indicator
	Result Indicator
Diversity of collaborated stakeholders	Quality Indicator

6) *Organizing classrooms and course processes to maximize mutual interaction and active student participation.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise commission in two months to re-examine classrooms and processes	Input Indicator
Number of classrooms and course processes reorganized in line with the committee's proposals	Output Indicator
The mean score of the AGU courses in the measurement of the students' active participation degree	Result Indicator
	Quality Indicator

7) *Creating opportunities for students to gain work experience with domestic and international internship programs and consortium supports.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of companies and institutions with which internship support agreements have been made	Input Indicator
Number of students doing internship	Output Indicator
	Result Indicator
Ratio of the number of students who have done internship abroad at least once to the total number of students	Quality Indicator

8) *Supporting students' participation in national and international scientific competitions and projects.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of students participating in competitions and projects	Output Indicator
	Result Indicator
Ratio of the number of students who have received prizes to the number of students participating in the competitions and projects	Quality Indicator

9) *Offering extracurricular activities which will allow students to develop their skills and competences and encouraging student participation.*

Performance Indicator	Indicator Type
Cost of activities per capita	Productivity Indicator
Number of the organized activities Number of students participating in the activities	Input Indicator
	Output Indicator
	Result Indicator
Rate of people who have participated in the activities and left satisfied	Quality Indicator

10) *Awarding an Extracurricular Transcript for graduation in order to encourage and document the participation of students in extracurricular activities.*

Performance Indicator	Indicator Type
	Productivity Indicator
Specifying the conditions under which the transcript will be issued in two months	Input Indicator
Number of students have been awarded the transcript	Output Indicator
	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 1.3.

To develop and extend the role of AGU in lifelong education.

Activities:

- 1) *To diversify life-long educational activities at AGU in a widespread, accessible and sustainable way that will meet the needs of different groups of society, the business and industrial world, civil society and public institutions.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of opened courses and number of participants in these courses	Output Indicator
Diversity of community components participating in the courses	Result Indicator
Participants' level of satisfaction with courses	Quality Indicator

- 2) *Enriching these activities in accordance with the concept of lifelong education through educational programs that are appropriate for all age groups.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of courses administered for each age group	Output Indicator
	Result Indicator
Levels of satisfaction of each age group with the courses	Quality Indicator

3) *Ensuring that the AGU Academy develops as an institution that administers international standardized exams such as TOEFL, GMAT, SAT and offers education in these areas.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of preparatory courses for international standardized exams such as TOEFL, GMAT, SAT Number of the authorized test centers	Output Indicator
Number of people taking the exams administered by the AGU Academy	Result Indicator
Messages of congratulations, objections and complaints regarding the functioning of the exam centers during the year	Quality Indicator

4) *Increasing the diversity of the training programs of the AGU Children's University especially for children at an early age.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of the activities of the Children's University	Output Indicator
	Result Indicator
Level of satisfaction children and their families with the activities	Quality Indicator

5) *Developing the infrastructure and systems that will enable remote access to life-long educational activities of the AGU Academy.*

Performance Indicator	Indicator Type
	Productivity Indicator
Building a team with computer and software hardware required for remote access	Input Indicator
Number and quality of distance learning activities prepared	Output Indicator
	Result Indicator
Success of the pilot implementation	Quality Indicator

6) *Developing innovative programs by closely following the educational needs of the community segments (Business World, Civil Society, Government Organizations).*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of programs prepared within this framework and number of people and institutions that have participated in these programs	Output Indicator
	Result Indicator
Level of satisfaction of participants from different community segments with the programs	Quality Indicator

7) *Improving quality assurance systems for the activities of the AGU Academy*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee in two months which will submit proposals after reviewing the content and execution of the AGU Academy activities	Input Indicator
Number of reviewed programs as a result of the committee's proposals	Output Indicator
	Result Indicator
Level of satisfaction of program coordinators and beneficiaries with its qualifications	Quality Indicator

8) *Improving workforce quality of the AGU Academy.*

Performance Indicator	Indicator Type
	Productivity Indicator
Preparing the Workforce Improvement Plan for AGU Academy	Input Indicator
Number of new specialist and trainer recruits at the AGU Academy	Output Indicator
	Result Indicator
	Quality Indicator

9) *Improving the workforce quality of the units that offer services to the society (Youth Factory, AGU Children's University, etc.), especially the AGU Academy.*

Performance Indicator	Indicator Type
	Productivity Indicator
Preparing an improvement plan for each of these units.	Input Indicator
Number of opportunities for improvement such as training, internships, participation in seminars offered to specialists and trainers working in these units in line with the plan	Output Indicator
	Result Indicator
	Quality Indicator

10) *Ensuring that the activities of the faculty members carried out at the AGU Academy are taken into consideration within the scope of academic performance in the appointment and promotion assessments.*

Performance Indicator	Indicator Type
	Productivity Indicator
Including activities engaged at the AGU Academy into the appointment-promotion criteria with a score	Input Indicator
	Output Indicator
Assessing all academicians who apply for appointment and promotion within this framework	Result Indicator
	Quality Indicator

11) *Strengthening communication with different community segments and actors in lifelong education activities and increasing joint projects and implementation initiatives.*

Performance Indicator	Indicator Type
Conducting evaluation work between the labor and financing and the resulting product/service for the developed projects	Productivity Indicator
Number of contacted stakeholders	Input Indicator
Number of developed joint projects	Output Indicator
	Result Indicator
	Quality Indicator

12) *Making AGU campus and spaces open to public and improving them to have the highest level of interaction with the community.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of spaces/units open for public use at the university	Output Indicator
Number of individuals and institutions benefiting from on-campus indoor spaces	Result Indicator
Diversity of external stakeholders benefiting from on-campus indoor spaces	Quality Indicator

STRATEGIC OBJECTIVE 1.4.

To manage the AGU brand with a well-planned, holistic approach.

Activities:

- 1) *Creating and updating the Institutional Reputation Strategy of AGU every year and use it as a reference document when creating promotional programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee for the management of the AGU Branding and Institutional Reputation in two months Total amount of monetary resource spent on branding and institutional reputation activities	Input Indicator
Increased recognition and reputation of the AGU brand	Output Indicator
	Result Indicator
	Quality Indicator

- 2) *Effectively promoting unique qualities of AGU (research outputs, centers of excellence, outstanding scholars, scholarships, supports, etc.) domestically and abroad.*

Performance Indicator	Indicator Type
	Productivity Indicator
Total amount of monetary resource and the amount of man-hours used for the promotion of the unique qualities domestically and abroad	Input Indicator
Increased recognition of AGU's unique qualities	Output Indicator
	Result Indicator
	Quality Indicator

3) *Strengthen efforts to attract successful undergraduate and graduate students in regions and cities of Turkey where AGU has less students.*

Performance Indicator	Indicator Type
	Productivity Indicator
Analyzing regions and cities where AGU receives less students and conducting a target market analysis	Input Indicator
Number of active publicity activities (participation in fairs, school visits, seminars, etc.) in the designated regions	Output Indicator
Number of students preferring AGU from the designated regions	Result Indicator
	Quality Indicator

4) *Increasing support opportunities (scholarships, housing etc.) offered to undergraduate and graduate students.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Numerical size of the provided scholarship and housing opportunities	Output Indicator
Number of students benefiting from scholarship and housing opportunities	Result Indicator
Level of satisfaction of students benefiting from scholarship and housing opportunities	Quality Indicator

5) *Improving health services offered to students.*

Performance Indicator	Indicator Type
Cost of health care services per student	Productivity Indicator
Number of staff employed and the allocated area (square meters) for health services	Input Indicator
Number of students benefiting from health services	Output Indicator
Response level of health care services to the demand	Result Indicator
Level of satisfaction with the health care services	Quality Indicator

6) *Diversifying and increasing on-campus employment opportunities for students.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of units providing students with on-campus employment	Input Indicator
Number of students working on campus	Output Indicator
	Result Indicator
	Quality Indicator

7) *Creating support systems to meet the needs of disabled students (accommodation, education, etc.).*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee in two months to put forward proposals for a barrier-free campus Total monetary resource used for the barrier-free campus	Input Indicator
Enhancements/improvements realized in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

8) *Enriching the social and cultural life of the campus.*

Performance Indicator	Indicator Type
	Productivity Indicator
Amount of monetary resource allocated for social-cultural activities	Input Indicator
Number of events held on the campus	Output Indicator
Number of participants in the events	Result Indicator
Participants' level of satisfaction with the events	Quality Indicator

9) *Working for a balanced gender representation in student distribution at different programs of AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Adding in promotional content that all programs are appropriate for both genders	Output Indicator
Male/female ratio in programs.	Result Indicator
	Quality Indicator

10) *Ensuring that students' academic and professional success levels after graduation are followed regularly and ensuring the continuity of communication with graduates.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing AGU Alumni Office	Input Indicator
Regular follow-up and contact starting with the first graduates by the alumni office.	Output Indicator
	Result Indicator
	Quality Indicator

11) *Establishing platforms in which students will constantly communicate and interact with their graduates.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Establishing the platform with the first graduates	Output Indicator
Number of students-graduates who are using the platform and engage in active communication/information sharing	Result Indicator
Number of customized interfaces in the platform for completed programs	Quality Indicator

STRATEGIC PURPOSE 2:

TO PERFECT EDUCATIONAL QUALITY AT AGU WITH CONTINUOUS DEVELOPMENT

STRATEGIC OBJECTIVE 2.1.

To continuously update and improve the quality of undergraduate programs.

Activities:

- 1) *Continuously evaluating undergraduate education programs and updating them in line with the developments, social and global needs in the fields without moving away from the scientific approach.*

Performance Indicator	Indicator Type
Performing activity studies by comparing updated courses with the previous ones	Productivity Indicator
Number of in-house institutional development activities for course development and updating	Input Indicator
Number of new and updated courses in AGU programs by years	Output Indicator
	Result Indicator
Comparison of updated and designed courses with practices in benchmark countries and universities	Quality Indicator

- 2) *Obtaining national and international accreditation in all programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of accreditation applications	Input Indicator
Number of accreditations obtained	Output Indicator
	Result Indicator
Prestige of the accreditations obtained	Quality Indicator

3) *Creating systems that closely follow the academic and professional development of the students.*

Performance Indicator	Indicator Type
	Productivity Indicator
Determining dimensions and sub-dimensions of students' academic and professional development	Input Indicator
Preparing a teaching evaluation questionnaire	Output Indicator
Number of students participating in the questionnaires	Result Indicator
Level of relating the data obtained from the questionnaires with the teaching service run and offered	Quality Indicator

4) *Ensuring regular follow-up of students' learning outcomes and academic achievement levels in courses of all program.*

Performance Indicator	Indicator Type
	Productivity Indicator
Doing preliminary studies based on the relation between outcomes and achievements	Input Indicator
Creating a modeling program for learning outcomes and academic achievement	Output Indicator
Number of students reaching the target according to the achievement modeling.	Result Indicator
Number of measures taken for students with success problems	Quality Indicator

5) *Continuously evaluating and improving the courses in all programs from different aspects (course content, relations with each other, prerequisites, credit, student workload and distribution by semesters).*

Performance Indicator	Indicator Type
	Productivity Indicator
Determining aspects to be evaluated and establishing evaluation commissions	Input Indicator
Number of changes made in line with the Commissions' proposals	Output Indicator
Level of overall satisfaction of students, internal and external stakeholders with the curriculum	Result Indicator
	Quality Indicator

6) *Enriching opportunities for domestic and international learning experience of students.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Diversity in quality and quantity of exchange programs offered to students	Output Indicator
Number of students catching opportunities of domestic and foreign education through exchange programs	Result Indicator
	Quality Indicator

7) *Creating and diversifying support services offered to students (university orientation program, psychological counseling and guidance, etc.).*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of support units formed	Input Indicator
Number of students benefiting from the support services	Output Indicator
	Result Indicator
Level of satisfaction with support services	Quality Indicator

8) *Creating flexible and integrative undergraduate education programs that will enable students to develop themselves in their areas of interest, by increasing opportunities such as specialization in elective courses in double major, minor and non-departmental areas.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of programs offering double major, minor and similar non-departmental specialization	Output Indicator
Number of students benefiting from opportunities of double major, minor and similar non-departmental specialization	Result Indicator
	Quality Indicator

9) *Designing undergraduate programs in such a way as to allow students to transfer between departments.*

Performance Indicator	Indicator Type
	Productivity Indicator
Laying down the rules of transfer between departments as flexible as possible	Input Indicator
Number of undergraduate programs allowing transferring between departments	Output Indicator
Number of students who have transferred between departments	Result Indicator
	Quality Indicator

10) *Establishing international joint/dual degree programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of universities with whom agreements have been signed	Input Indicator
Number of dual degree programs	Output Indicator
	Result Indicator
Prestige of the universities with whom agreements have been signed and of their related programs	Quality Indicator

STRATEGIC OBJECTIVE 2.2.

To continuously update and improve the quality of the graduate programs.

Activities:

- 1) *Opening methodology courses necessary for learning and applying the scientific approach and research methods at the best level in the graduate programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of courses offered	Input Indicator
Number of graduate students electing the courses offered	Output Indicator
	Result Indicator
	Quality Indicator

- 2) *In parallel with current trends and needs in the fields, ensuring that new graduate programs are offered and updating existing ones.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of updated and newly offered programs/courses	Output Indicator
Number of students taking newly updated or offered programs/courses	Result Indicator
	Quality Indicator

3) *Carrying out joint graduate programs with international universities.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of universities with whom agreements have been signed	Input Indicator
Number of joint graduate programs	Output Indicator
	Result Indicator
Prestige of the universities with whom joint programs are carried out and of their related programs	Quality Indicator

4) *Increasing the rate of qualified international students in graduate programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
Total monetary amount spent on promotional activities (visits, invitations, conference participation, etc.) to attract international students to graduate programs	Input Indicator
Number of international students in graduate programs	Output Indicator
	Result Indicator
	Quality Indicator

5) *Developing systems to increase quality in the process of writing and evaluating graduate theses.*

Performance Indicator	Indicator Type
	Productivity Indicator
Defining criteria for qualitative thesis studies	Input Indicator
Preparing a thesis preparation guide for graduate students Developing models for thesis awards and incentives	Output Indicator
	Result Indicator
Number of thesis awarded based on quality evaluation	Quality Indicator

6) Encouraging students to gain national and international research experience.

Performance Indicator	Indicator Type
	Productivity Indicator
Total monetary resource allocated to students to participate in national and international research projects, meetings, training, etc.	Input Indicator
Total number of students benefiting from supports	Output Indicator
Number of students participating in national and international research projects, meetings, trainings, etc.	Result Indicator
	Quality Indicator

7) *Developing briefing, guidance and support systems for graduate students in the training process.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Establishing an office for graduate support and coordination	Output Indicator
Number of students taking information and guidance from the office for graduate support and coordination during their education and research	Result Indicator
	Quality Indicator

8) *Supporting observance of a balance between contribution to scientific literature, societal impact and economic benefit in graduate studies.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training and seminars given to graduate students in order to ensure a balance between contribution to scientific literature, societal impact and economic benefit in thesis topics and research areas.	Input Indicator
	Output Indicator
Number of theses and research outputs of the specified quality	Result Indicator
	Quality Indicator

9) *Offer inter-disciplinary and transdisciplinary graduate programs.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of graduate programs of the specified quality	Output Indicator
	Result Indicator
Level of success of students at finding jobs and employment after graduating from the said programs	Quality Indicator

STRATEGIC OBJECTIVE 2.3.

To develop processes and services that will support education programs, teaching and learning.

Activities:

- 1) *Organizing seminars and workshops to develop an institutional culture that promotes effective teaching and learning in all academic units.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of seminars/workshops held Number of participants in the seminar/workshop	Output Indicator
	Result Indicator
Participants' level of satisfaction with seminars and workshops	Quality Indicator

- 2) *Encouraging the use of innovative and scientific practices in education.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee in two months which evaluates innovative and scientific practices in education and makes recommendations	Input Indicator
Number of practices encouraged upon the recommendation of the committee	Output Indicator
	Result Indicator
	Quality Indicator

2) *Enabling students to develop their English proficiency so that they can do their academic activities and projects thoroughly and easily.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number and quality of instructors employed in language school	Input Indicator
Rate of students with sufficient English proficiency when they begin their major	Output Indicator
	Result Indicator
	Quality Indicator

4) *Creating methods and environments for students to share knowledge and skills and learn from each other (student clubs, project teams, project contests, etc.).*

Performance Indicator	Indicator Type
	Productivity Indicator
Space, pecuniary resource and other resources provided to create and maintain the specified methods and environments	Input Indicator
Rate of students who express that they have improved by learning from each other through the specified methods and environments	Output Indicator
	Result Indicator
	Quality Indicator

- 5) *Creating environment and resources for culture/art activities that will improve the ethical and aesthetic values of AGU components (students, academic and administrative staff).*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Environment and amount of resources provided for the specified activities	Output Indicator
Number of activities of the specified quality which were performed	Result Indicator
Level of satisfaction of all AGU components with the activities of the specified quality which were carried out	Quality Indicator

- 6) *Designing technology-based learning environments that will allow students to learn outside the classroom.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of technology-based learning environments of the specified quality, especially distance learning and participation/experience systems	Output Indicator
Degree of use of technology-based learning environments of the specified quality (ratio)	Result Indicator
	Quality Indicator

7) *Creating classes equipped with technological infrastructure to support active learning.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee in two months which will put forward proposals on class design with technological infrastructure to support active learning	Input Indicator
Amount of changes/improvements made in current classes in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

8) *Creating time/classroom management plan for effective use of classrooms.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Developing time/classroom management plan using technologies such as sensor technology, allocation optimization program and space allocation interface on the university website	Output Indicator
Decrease in the number of spaces/classrooms needed per student	Result Indicator
Increased interactions between units (number of contacts) thanks to the use of common spaces	Quality Indicator

- 9) *Ensuring the applicability of modern teaching methods by keeping classroom components (fixed and mobile equipment), physical conditions (acoustics, light level, dimmability ...), technological infrastructure (information system, sound system, projection, smart board ...) up to date.*

Performance Indicator	Indicator Type
	Productivity Indicator
Amount of monetary resource used to create classrooms of the specified quality	Input Indicator
Number of eligible classrooms with the specified characteristics	Output Indicator
	Result Indicator
	Quality Indicator

- 10) *Spreading the wireless internet access throughout the campus including open areas.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Wireless internet coverage area	Output Indicator
Number of people who use internet service	Result Indicator
Users' level of satisfaction with the internet service	Quality Indicator

11) *Ensuring that AGU's student information and registration system is mobile-friendly.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of mobile-friendly modules	Input Indicator
Number of users using mobile apps	
Number of mobile-friendly modules	Output Indicator
Number of users using mobile apps	Result Indicator
Users' level of satisfaction with the mobile apps	Quality Indicator

12) *Increasing the number of classrooms with the system infrastructure that will allow distance education.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of classrooms compatible with distance education infrastructure	Output Indicator
Number of programs that use classrooms compatible with distance education infrastructure	Result Indicator
	Quality Indicator

13) *Increasing the dormitory capacity proportionally with the number of students and to maintain the quality of the dormitories.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Dormitory area in square meters and the number of beds per student	Output Indicator
	Result Indicator
Level of satisfaction of students benefiting from dormitories	Quality Indicator

14) *Improving dining services*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of students benefiting from dining services	Output Indicator
	Result Indicator
Level of satisfaction of those who benefit from dining services	Quality Indicator

15) *Increasing and diversifying locations and contents of canteens, cafeterias, etc.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Total area in square meters allocated to the said facilities on the campus	Output Indicator
Number of students benefiting from the said facilities	Result Indicator
Level of satisfaction with the facilities	Quality Indicator

16) *Providing on-campus transportation security 24/7 and establishing security points.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number and quality of the security personnel	Input Indicator
Number of security violations	Output Indicator
	Result Indicator
Creating an original security model suitable for the open campus concept	Quality Indicator

17) *Training all stakeholders on the safe use of the research areas (laboratories, etc.).*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of training sessions held	Output Indicator
Number of stakeholders who have participated in the training sessions	Result Indicator
Level of satisfaction with the training sessions	Quality Indicator

18) *Improving sports infrastructure.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Indoor and outdoor areas in square meters allocated for sports activities	Output Indicator
	Result Indicator
Adequacy, accessibility and diversity of sports facilities	Quality Indicator

19) *Establishing a training center at AGU that adopts the Council of Europe Quality Label for Youth Centres and gives training for young people in partnership with national and international institutions.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Establishing the said center	Output Indicator
Number of activities carried out by the said center	Result Indicator
Diversity of activities carried out by the said center	Quality Indicator

20) *Ensuring that faculty members have the necessary knowledge and skills in using innovative teaching methods and technologies.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of training sessions and seminars given to faculty members in the said subject	Output Indicator
	Result Indicator
Level of satisfaction with training and seminars	Quality Indicator

21) *Establishing and developing support service units that will support all faculty members in fulfilling their teaching function at the best possible level.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Establishing AGU Training e-portal	Output Indicator
	Result Indicator
Number of faculty members and students benefiting from AGU Training e-portal	Quality Indicator

22) *Establishing a system of institutional measurement, evaluation and reward that will enable the follow-up and improvement of teaching performance of the faculty members.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee in two months which will determine the principles of the institutional measurement, evaluation and reward system that will enable the follow-up and improvement of teaching performance of the faculty members and put forward proposals	Input Indicator
Number of enhancements/improvements in the existing system in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

23) *In addition to the Student Course Evaluation Questionnaire, using methods such as teaching portfolio, peer evaluation of teaching, etc. for the evaluation of teaching performance.*

Performance Indicator	Indicator Type
	Productivity Indicator
Creating the said evaluation systems	Input Indicator
Putting the said evaluation systems into practice	Output Indicator
	Result Indicator
	Quality Indicator

24) *Launching the AGU Educational Performance Award.*

Performance Indicator	Indicator Type
	Productivity Indicator
Amount of monetary resource to be used for the said award	Input Indicator
Awarding faculty members every semester who rank in the first twenty percent of the educational performance evaluations	Output Indicator
	Result Indicator
	Quality Indicator

25) *Ensuring that students' academic/professional positions and achievement levels after graduation are followed regularly and that the data thus obtained are integrated into the educational processes.*

Performance Indicator	Indicator Type
	Productivity Indicator
Creating methods and activities to get feedback and suggestions from the alumni	Input Indicator
Number of practices integrated into educational processes as a result of alumni suggestions	Output Indicator
	Result Indicator
	Quality Indicator

MANAGEMENT LEVEL

STRATEGIC PURPOSE 1:

TO DEVELOP MANAGEMENT PROCESSES IN SUCH WAY AS TO INCREASE ACTIVITIES OF EDUCATION, RESEARCH, SOCIETAL IMPACT AND THEIR INTERACTION

STRATEGIC OBJECTIVE 1.1.

To create and develop institutional structures that will bring resources and competences of AGU to all stakeholders of the society

Activities:

- 1) By developing the Technology Transfer Office and similar project support offices and by increasing their skills, transforming the scientific potential of AGU into concrete projects.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of personnel employed in the TTO and similar project support offices	Input Indicator
Number of projects undertaken and completed through the TTO and similar project support offices	Output Indicator
Placing AGU among the top ten universities in Turkey in terms of national and international projects per faculty member	Result Indicator
	Quality Indicator

2) *Planning and realizing a Technopark that is representative of research capabilities and focus points of AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing an expertise committee in two months to develop strategies and make proposals in the process of structuring the Technopark	Input Indicator
Implementation of each and every one of the Technopark establishment processes determined by the committee in turn and in time.	Output Indicator
Establishing AGU Technopark in two years at most	Result Indicator
Ensuring that the AGU Technopark is structured in the framework of Sustainable Energy Policies	Quality Indicator

3) *Ensuring that the unique offices of AGU such as the Youth Facility, AGU Academy, AGU LABS, which enable AGU to meet different segments of the society, develop and grow*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of personnel employed in unique AGU offices such as the Youth Factory, AGU Academy and AGU LABS Clarification of the content and functions of the AGU LABS concept	Input Indicator
	Output Indicator
Launching AGU LABS in maximum one year	Result Indicator
Quality of education and foreign language knowledge of the personnel employed in the unique AGU offices such as the Youth Facility, AGU Academy and AGU LABS	Quality Indicator

- 4) *Carrying out publicity and information activities that will bring the AGU Centers of Excellence together with the community stakeholders.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of workshops/conferences/congresses held	Input Indicator
Number of participants in the organized workshops/conferences/congresses	Output Indicator
Evaluations of recognition and reputation of the AGU Centers of Excellence in the eye of different community stakeholders	Result Indicator
	Quality Indicator

- 5) *Through organization such as Public Seminars and Children's University, bringing together different segments of the society with the accumulation of knowledge of AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Identification of the main themes and original topics of the activities to be organized within the scope of seminars and under the Children's University	Input Indicator
Number of events held	Output Indicator
	Result Indicator
Participant's level of satisfaction with the events	Quality Indicator

STRATEGIC OBJECTIVE 1.2.

Maximizing the contact and interaction of the AGU components (students, academic and administrative staff) with community segments

Activities:

- 1) *Opening the AGU campuses and other units (library, cafeterias, halls and classes) to the use of the community.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months which will determine the methods and processes to be followed in the process of opening the AGU campus areas, units and buildings to community access	Input Indicator
	Output Indicator
Abolition of restrictions and prohibitions on the access to campus areas, units and buildings by community segments in five years	Result Indicator
Reorganization of the AGU Campus security system and its processes according to the concept of a university open to the society.	Quality Indicator

- 2) *Increasing the participation of community members by increasing the number and quality of AGU events (AGU TALKS, Public Seminars, Social and Cultural Activities, Student Activities).*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of events held	Output Indicator
Increased recognition of AGU events in the eye of the society and the AGU components	Result Indicator
Participant's level of satisfaction with the events	Quality Indicator

3) *Accelerating the integration with the society by organizing AGU festivals that will become traditional.*

Performance Indicator	Indicator Type
	Productivity Indicator
Planning content, quality and timing of the AGU festivals	Input Indicator
Number of participants in the AGU festivals	Output Indicator
Increased recognition of the AGU festivals	Result Indicator
Participants' level of satisfaction with the festivals	Quality Indicator

4) *Organizing inter-university competitions of sports, science and culture.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of events held	Output Indicator
Increased recognition of events	Result Indicator
Participants' level of satisfaction with the events	Quality Indicator

5) *Ensuring that the student clubs operate in a way that enables students to participate in social responsibility projects.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training sessions given to the student clubs on societal impact and social responsibility.	Input Indicator
Number of club activities of the specified quality.	Output Indicator
Observable effects (satisfaction, appreciation, acknowledgment, getting published, etc.) of the club activities of the specified quality.	Result Indicator
	Quality Indicator

6) *Supporting AGU to host the activities of the different segments of society.*

Performance Indicator	Indicator Type
	Productivity Indicator
Indoor and outdoor areas (square meters and units) provided by AGU for the specified activities	Input Indicator
Number of events	Output Indicator
	Result Indicator
Diversity of participants' qualifications and content in the events of the specified quality hosted by AGU	Quality Indicator

7) *Supporting participation of the AGU components (students, academic and administrative staff) in non-university science, sports, culture and social responsibility activities.*

Performance Indicator	Indicator Type
	Productivity Indicator
Total budget allocated for this purpose	Input Indicator
Amount of support given	Output Indicator
Number of students and staff benefiting from the supports	Result Indicator
Diversity of the supported activities	Quality Indicator

STRATEGIC PURPOSE 2:

TO ENABLE EFFECTIVE PARTICIPATION OF INTERNAL AND EXTERNAL STAKEHOLDERS IN THE MANAGEMENT PROCESSES.

STRATEGIC OBJECTIVE 2.1.

To develop systems to ensure that internal stakeholders (academic staff, administrative staff, students) are informed and involved in the decisions.

Activities:

- 1) Creating a Transparency Portal where important administrative decisions such as Board decisions, assignments, appointments, promotion decisions and budget information are published.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
	Output Indicator
Ensuring active use of the portal in maximum two years	Result Indicator
Density of usage of the portal content by AGU staff and stakeholders (number of entrances, number of pages viewed, duration of reading)	Quality Indicator

- 2) *Creating sharing platforms where academic and administrative personnel can share opinions and suggestions securely and discuss various topics.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
	Output Indicator
Establishment of an electronic messaging group for the AGU Faculty Members Establishment of an electronic messaging group for the AGU Components (students, academic and administrative staff) Establishment of an electronic messaging group for the AGU Components and Stakeholders.	Result Indicator
Level of tolerance shown by the management for opinions, thoughts and suggestions shared in the electronic messaging groups unless there is a violation of the law.	Quality Indicator

- 3) *Establishing communication channels in which academic and administrative personnel can make private or general notices and suggestions to the university administration on administrative processes and practices.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Creation of modules in electronic messaging groups to enable staff to send open or private notices and suggestions to the Rectorate or the General Secretariat	Output Indicator
Number of shares	Result Indicator
Level of tolerance shown by the management for opinions, thoughts and suggestions shared unless there is a violation of the law.	Quality Indicator

4) *Having representatives from all levels and each relevant unit in commissions and boards.*

Performance Indicator	Indicator Type
	Productivity Indicator
Issuing a directive to have representatives from all AGU components in commissions and institutions	Input Indicator
Thorough application of the issued directive	Output Indicator
Diversity of participants in commissions and boards	Result Indicator
	Quality Indicator

5) *Organizing decision-making meetings in important matters in rooms open to internal stakeholders.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of meetings held in the specified manner annually	Output Indicator
	Result Indicator
Number and diversity of participants in the meetings held in the specified manner	Quality Indicator

STRATEGIC OBJECTIVE 2.2.

To put in place boards and systems to ensure that external stakeholders (alumni, business and industry world, local managers, civil society) are informed about and involved in strategic decisions.

Activities:

- 1) *Establishing External Stakeholder Advisory Boards who will support decision-making and application at the department, faculty, and university levels.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of external stakeholders in the boards	Input Indicator
Average annual number of meetings	Output Indicator
Establishment of External Stakeholder Advisory Boards at the department, faculty and university levels in two years at the latest.	Result Indicator
Diversity of External Stakeholder Advisory Boards at the department, faculty and university levels in terms of participants.	Quality Indicator

- 2) *Inviting experts in their fields through AGU Talks, seminars and congresses and taking advantage of their views.*

Performance Indicator	Indicator Type
	Productivity Indicator
Creation of an up-to-date list of potential participants to invite	Input Indicator
Number of people whose ideas were made use of	Output Indicator
	Result Indicator
Diversity and quality of the people whose ideas were made use of	Quality Indicator

3) *By organizing workshops, search conferences, etc., diversifying and enriching views and contributions of external stakeholders.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of organizations held	Output Indicator
	Result Indicator
Quality and diversity of participants in the organizations held	Quality Indicator

STRATEGIC PURPOSE 3:

TO ACHIEVE INSTITUTIONALIZATION AND ENHANCE QUALITY IN MANAGEMENT PROCESSES

STRATEGIC OBJECTIVE 3.1.

To ensure the employment of qualified human resources at AGU

Activities:

1) *Rapidly laying down human resources policy principles and announcing them to all the staff.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of units formulating and publishing the human resources policy document	Output Indicator
Completion and publication of the human resources policy document in all units in two years at the latest	Result Indicator
	Quality Indicator

2) *Developing merit-based, objective and transparent systems in the process of appointing and promoting academic staff and applying them within the framework of the AGU vision.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Writing and publishing the directive relating to the appointment and promotion of the academic staff in two months	Output Indicator
Applying the directive thoroughly and without any concessions	Result Indicator
In the directive relating to the appointment and promotion of the academic staff, setting performance expectations related to research, education and societal impact at a balanced level and at the level of	Quality Indicator

internationally respected universities	
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3) *Developing merit-based, objective and transparent systems in the process of appointing and promoting administrative staff and applying them within the framework of the AGU vision.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months which will put forward proposals so that the directive relating to the appointment and promotion of the administrative staff can be prepared in a way that is compatible with the unique vision and mission of AGU and does not conflict with the existing regulation.	Input Indicator
	Output Indicator
Writing and publishing the directive relating to the appointment and promotion of the administrative staff in two months in a way that will support the unique vision and mission of AGU	Result Indicator
	Quality Indicator

4) *Meeting the needs of the staff such as housing, health, sports, culture, shuttle, kindergarten qualitatively.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the planning and allocation committee for the said facilities in two months	Input Indicator
Increasing annually the number of personnel using the said facilities	Output Indicator
	Result Indicator
Level of satisfaction of the personnel using the said facilities	Quality Indicator

STRATEGIC OBJECTIVE 3.2.

To ensure that institutional culture is developed within the framework of the AGU vision and mission and to strengthen belongingness at the institution

Activities:

- 1) Publishing and applying meticulously the AGU's Understanding of Academic Freedom.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months to determine the content of the document	Input Indicator
Publishing the document after the Senate's approval	Output Indicator
Applying the contents of the document thoroughly and without any concessions	Result Indicator
	Quality Indicator

- 2) Organizing training sessions to ensure that the AGU components (students, academic and administrative staff) adopt and apply universal/professional/scientific ethical values.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of training sessions held	Output Indicator
	Result Indicator
Participants' level of satisfaction with the training organized	Quality Indicator

3) *Establishment of award and penal systems for supporting universal/professional/scientific ethical values and applying them with determination.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months for the identification and classification of universal/professional/scientific ethical values.	Input Indicator
Preparing the directive in two years which is for awarding behaviors in line with the values defined by the committee and penalizing opposite behaviors and announcing to all AGU components	Output Indicator
Number of awards and penalties given based on the directive awarding behaviors in line with the universal/professional/scientific ethical values and penalizing opposite behaviors	Result Indicator
	Quality Indicator

4) *Determining problem areas and making improvements by constantly measuring the satisfaction and institutional belongingness of the AGU components.*

Performance Indicator	Indicator Type
	Productivity Indicator
Developing measurement methods of satisfaction and belongingness in different areas	Input Indicator
Number of measurements and improvements per year	Output Indicator
	Result Indicator
Levels of overall satisfaction and institutional belongingness of AGU components	Quality Indicator

5) *Preparing special incentives and prizes for those who succeed in line with the AGU vision and mission.*

Performance Indicator	Indicator Type
	Productivity Indicator
Developing an objective and fair detection method for successful people	Input Indicator
Number of people awarded	Output Indicator
	Result Indicator
Level of overall satisfaction with the incentive and award system	Quality Indicator

6) *Keeping working spaces and business processes at a high standard and continuously improving them in order to increase the satisfaction and institutional belongingness of the AGU components.*

Performance Indicator	Indicator Type
Ratio of satisfaction score for the space and business process development and improvements made every year to the total cost of the work	Productivity Indicator
Establishment of an expertise committee in six months for the identification of problem areas and areas in need of improvement related to spaces and business processes and commencement of its activities	Input Indicator
Number of space and/or business process components developed/improved following the committee's proposals	Output Indicator
	Result Indicator
Level of satisfaction of the AGU components with the development/improvements	Quality Indicator

7) *Creating Conflict Resolution Boards that will contribute to resolving possible conflicts and disagreements between AGU components.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of a committee which will take resolutions on how many Resolution Boards will be established, on which levels of units they will be and of whom they will be comprised	Input Indicator
Establishment of the targeted Resolution Boards in six months and commencement of their activities	Output Indicator
Number of cases handled by the Resolution Boards	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 3.3.

To ensure that the workflow processes, authority and responsibilities are determined and carried out within the framework of the AGU vision and mission

Activities:

- 1) *Organizing workflow processes, developing systems that facilitate the follow-up of jobs and publishing them.*

Performance Indicator	Indicator Type
	Productivity Indicator
Total number of personnel (man-hours) allocated for the related activity	Input Indicator
	Output Indicator
Rate of units that complete and publish their workflow processes	Result Indicator
	Quality Indicator

- 2) *Identifying uncertainties about the distribution of duties and responsibilities and clarifying them with new arrangements.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of a committee in six months at the latest to identify uncertainties about the distribution of duties and responsibilities and make proposals.	Input Indicator
Number of new arrangements realized thanks to the committee's proposals	Output Indicator
	Result Indicator
Level of satisfaction of the AGU components with the new arrangements	Quality Indicator

3) *Determining and publishing the meeting order, processes and rules.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of a committee in six months at the latest to specify the types of meetings and determine the rules for each of them	Input Indicator
	Output Indicator
Completion of the committee's work in one year at the latest	Result Indicator
	Quality Indicator

4) *Developing mechanisms that will increase interactions and cooperation between units and make them more effective.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of a committee in three months which will propose mechanisms to ensure that employees of different units interact more in formal and informal environments	Input Indicator
	Output Indicator
Number of the committee's proposals applied	Result Indicator
Level of satisfaction of the AGU components with the applications	Quality Indicator

5) *Identifying and publishing rules and processes of correspondence/communication between units.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
	Output Indicator
Preparing and publishing the directives establishing the rules of electronic or written communication in official or non-official form between the units in two months	Result Indicator
Level of general satisfaction with the quality of communication between units after the application of the rules regarding correspondence	Quality Indicator

6) *Ensuring that internal audit processes are completed and actively carried out.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Rate of units completing and applying internal audit processes	Output Indicator
	Result Indicator
Level of overall satisfaction with the effectiveness of internal audit processes	Quality Indicator

7) *Developing mechanisms to co-ordinate the use of common space and resources and the scheduling of activities.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Creating and launching a portal in six months that will help coordinate the use of common space and resources and the scheduling of the activities, and facilitate the follow-up of all users	Output Indicator
Reductions in the mishaps arising from the common use of space and resources since the activation of the portal	Result Indicator
	Quality Indicator

8) *Developing a budgeting system which faculty members can flexibly use for carrying out academic activities (research, education/learning).*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the committee in two months to determine the nature and application principles of the budgeting system, which faculty members can flexibly use for carrying out academic activities	Input Indicator
Implementation of the developed system in maximum one year	Output Indicator
Improvements in research performance thanks to the developed system (number of projects, number of publications, etc.)	Result Indicator
Level of satisfaction of the staff with the developed system	Quality Indicator

STRATEGIC OBJECTIVE 3.4.

To create an understanding/system that emphasizes innovation, creativity and scientificness in management processes

Activities:

- 1) *Offering the staff training/seminars raising awareness in science and art in order to develop a climate of creativity at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of training sessions organized and participants in them	Output Indicator
	Result Indicator
Participants' level of satisfaction with the training	Quality Indicator

- 2) *Developing mechanisms to encourage creation and sharing of new ideas.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of platforms developed to facilitate sharing of ideas	Output Indicator
Number of ideas that have been shared and developed into feasible applications	Result Indicator
	Quality Indicator

- 3) *Creating physical environments that enhance the interaction of different academic and administrative units and facilitate the development and spreading of institutional culture.*

Performance Indicator	Indicator Type
	Productivity Indicator
Giving seminars to inform/convince personnel and managers to switch the AGU units to mixed office system Establishment of an expertise committee in two months which will redesign existing spaces to produce spaces where AGU units can communicate and operate in a socially interactive environment	Input Indicator
Number of common spaces where AGU units can relax and do their activities socially interacting with each other Level of transition of AGU units to the mixed office system	Output Indicator
	Result Indicator
	Quality Indicator

- 4) *Encouraging and disseminating the use of information technology in education, research activities and administrative processes*

Performance Indicator	Indicator Type
	Productivity Indicator
Development of flexible and rapid acquisition processes for bringing information technologies to AGU	Input Indicator
Number of new information technology products and systems used in AGU	Output Indicator
Level of digitization of AGU in education, research and management processes	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 3.5.

To ensure sufficiency of the physical infrastructure and superstructure

Activities:

- 1) *Identifying needs related to spaces, infrastructure and environment in a healthy way.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months to develop proposals on the identification and development/improvement of physical infrastructure and superstructure requirements	Input Indicator
	Output Indicator
Number of developments/improvements proposed and realized by the committee	Result Indicator
Level of satisfaction of AGU components with developments/improvements	Quality Indicator

- 2) *Ensuring common use of spaces, infrastructure and environment and optimizing their use.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing smart systems to coordinate common use	Input Indicator
Reductions in the measurement (square meter or unit) of spaces left idle during the day after the system installation	Output Indicator
	Result Indicator
	Quality Indicator

3) *Accelerating scientific production by prioritizing areas for centers of excellence, laboratories, and workshops in the distributions of spaces.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Rate of new spaces allocated to the specified areas	Output Indicator
	Result Indicator
Evaluating appropriateness of the new spaces allocated to the specified areas	Quality Indicator

4) *Ensuring campus and environmental aesthetics.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training sessions organized for the development of aesthetic awareness and perception in all AGU components	Input Indicator
Establishment of an expertise committee in six months to assess environmental aesthetics and suggest improvements	
Number of improvements proposed and realized by the committee	Output Indicator
General criteria for aesthetic evaluation of the AGU campuses	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 3.6.

To increase the awareness towards gender equality in AGU.

Activities:

- 1) Ensuring that the AGU components (students, academic and administrative staff) pass through Social Gender Equality training.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of training sessions given Number of participants in training sessions	Output Indicator
Increase in awareness towards social gender equality on AGÜ Campuses	Result Indicator
	Quality Indicator

- 2) Organizing conferences, seminars and workshops on social gender equality.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of events organized Number of people attending events	Output Indicator
	Result Indicator
Satisfaction measurements for the events	Quality Indicator

3) *Creating a permanent committee to investigate violence, sexual harassment, abuse and mobbing.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Establishment of the relevant committee in two months and starting their activities	Output Indicator
Number of cases handled and evaluated by the committee	Result Indicator
	Quality Indicator

STRATEGIC PURPOSE 4:

FULL-FLEDGED INTERNATIONALIZATION

STRATEGIC OBJECTIVE 4.1.

To hold events and have long-term partnerships with international partners in all activities

Activities:

- 1) *Supporting and increasing the recruitment/exchange of international students, academicians and administrative staff.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of international exchange programs/organizations of which AGU is an active part	Input Indicator
Number of people who have had an international experience through exchange programs Number of foreigners who have an AGU experience through exchange programs	Output Indicator
	Result Indicator
Level of satisfaction with exchange programs	Quality Indicator

- 2) *Ensuring that undergraduate and graduate programs are jointly offered with international partners*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of initiatives, proposals and interviews aimed at offering programs	Input Indicator
Number of programs opened and now available at AGU	Output Indicator
	Result Indicator
	Quality Indicator

3) *Supporting international project partnerships and increasing the number of projects.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of initiatives (proposals, applications) for developing international project partnerships	Input Indicator
Number of international project partnerships	Output Indicator
	Result Indicator
	Quality Indicator

4) *Developing partnerships with international institutions and organizations working for Solutions to Global Issues.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of initiatives aimed at improving the said partnerships (proposal, application, call)	Input Indicator
Number of partnerships of the specified nature	Output Indicator
	Result Indicator
	Quality Indicator

5) *Supporting holding International Scientific/Cultural/Sportive meetings at AGU and increasing the number of such meetings held at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of events organized Number of participants in the events	Output Indicator
	Result Indicator
Level of recognition of and satisfaction with the events Diversity of contents and participants of the events in terms of quality.	Quality Indicator

6) *Increasing international partnerships of AGU in Science/Culture/Sports (Robert Bosch Foundation, American Women's Council, etc.).*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of initiatives aimed at establishing partnerships (proposal, application, call)	Input Indicator
Number of stakeholders with whom AGU has partnerships	Output Indicator
Number of joint activities with stakeholders	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 4.2.

To encourage and facilitate international activities of the AGU components (students, academic and administrative staff) and to increase the number of international projects

Activities:

- 1) *Increasing supports for the AGU components to participate in international congresses.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Total amount of supports given	Output Indicator
Total number of congresses which the AGU components have joined	Result Indicator
	Quality Indicator

- 2) *Provide supports for participation in international project brokerage events.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Total amount of supports	Output Indicator
Number of projects in which AGU is a partner	Result Indicator
	Quality Indicator

3) *Encouraging and supporting the active involvement of the AGU academic and administrative staff in international organizations.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of the academic/administrative staff active in international organizations	Output Indicator
	Result Indicator
Prestige of international organizations where AGU personnel are involved	Quality Indicator

4) *Supporting participation of the AGU components in international exchange programs to enable them to gain experience in academic and administrative matters.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of personnel assigned to manage exchange programs in the International Office	Input Indicator
Number of process supports provided Amount of financial support provided or mediated for	Output Indicator
Number of people benefiting from exchange programs	Result Indicator
	Quality Indicator

5) *Preparing the infrastructure and opportunities necessary for the AGU academic and administrative staff to develop their foreign language competencies, especially English.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of foreign language courses offered to the staff	Output Indicator
Rate of the staff with foreign language knowledge Rate of the staff who know at least two foreign languages	Result Indicator
	Quality Indicator

6) *Providing training for all AGU components (students, academic and administrative staff) on topics of multiculturalism/working in multicultural settings.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months to determine the subjects and contents of the training	Input Indicator
Number of training sessions given Number of people benefiting from training	Output Indicator
	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 4.3.

To develop institutional systems and processes that coordinate and conduct international activities.

Activities:

- 1) *Developing the International Office as the central office that organizes and coordinates the international activities of AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise commission in two months to determine the mission and responsibilities of the International Office	Input Indicator
Amendments to the mission and responsibilities of the International Office in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

- 2) *Ensuring that international activities of the Youth Factory and Promotion Office, which are involved in activities of the specified nature due to their missions, are organized and supervised by the International Office.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months to define and classify the international activities of the Youth Factory and Promotion Office	Input Indicator
In line with the committee's proposals, establishing a directive defining the regulatory and supervisory role of the International Office in these activities	Output Indicator
	Result Indicator
	Quality Indicator

3) *Ensuring that the International Office develops both qualitatively and quantitatively.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of personnel working at the International Office	Output Indicator
	Result Indicator
Average duration of education, international experience and number of foreign languages known per person at the International Office.	Quality Indicator

4) *Ensuring that the International Office specializes in relevant areas to contribute to the international accreditation process, etc. of the academic units.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of accreditation experts working at the International Office	Output Indicator
Number of accreditations obtained thanks to the International Office	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 4.4.

Increasing the number and diversity of international academicians and students.

Activities:

- 1) In order to attract international academicians and students to AGU, creating specific sections on the university website*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of pages and sections of this nature on the website	Output Indicator
	Result Indicator
Quality evaluations of the pages and sections of this nature on the website	Quality Indicator

- 2) Ensuring that academic job advertisements promoting AGU are placed on platforms with high international reputation.*

Performance Indicator	Indicator Type
	Productivity Indicator
Quality evaluations of the prepared advertisements in terms of content	Input Indicator
Number of platforms with high international reputation on which the advertisements are placed	Output Indicator
	Result Indicator
	Quality Indicator

3) *Ensuring that AGU is represented in prestigious education fairs.*

Performance Indicator	Indicator Type
Cost per fair	Productivity Indicator
	Input Indicator
Number of fairs in which AGU is represented	Output Indicator
	Result Indicator
Geographical diversity of the fairs in which AGU is represented	Quality Indicator

4) *Revising and increasing the quality of brochures and other materials that will be used in the international promotions of AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of brochures and materials revised	Output Indicator
Quality evaluations of revised brochures and materials	Result Indicator
	Quality Indicator

- 5) *Ensuring that the academic and administrative staff who travel abroad take with them AGU promotional brochures to engage in activities promoting AGU actively.*

Performance Indicator	Indicator Type
	Productivity Indicator
Number of personnel who have received short training on the subject	Input Indicator
Number of personnel reporting that they have performed the activities specified in their travels abroad	Output Indicator
	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 4.5.

To ensure that AGU acts as a bridge between social sectors and international academic institutions.

Activities:

- 1) *Ensuring that international standardized exams such as TOEFL, GMAT, SAT are administered at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of TOEFL Laboratories in two months	Input Indicator
Number of TOEFL, GMAT and SAT exams administered	Output Indicator
	Result Indicator
Rate of exams administered without problems	Quality Indicator

- 2) *Carrying out partnerships and joint activities with international organizations focused on global issues such as migration and sustainability.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee to evaluate and suggest what kinds of partnerships can be established with which international organizations	Input Indicator
Number of partnerships established in line with the committee's proposal	Output Indicator
	Result Indicator
	Quality Indicator

3) *Giving foreign education counseling to students of AGU and other institutions (AGU Academy).*

Performance Indicator	Indicator Type
	Productivity Indicator
Staff development with relevant expertise	Input Indicator
Number of students who have been offered training and counseling	Output Indicator
	Result Indicator
	Quality Indicator

4) *Giving international project consultancy and support to private sector, public and non-governmental organizations.*

Performance Indicator	Indicator Type
	Productivity Indicator
Staff development with relevant expertise	Input Indicator
Number of institutions which have been given project consultancy and support	Output Indicator
	Result Indicator
	Quality Indicator

5) *Providing logistical support and undertaking initiatives for international academies/organizations to establish their offices at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of the relevant initiatives (offer, suggestion, call, announcement, interview, visit)	Output Indicator
Number of the international academies/institutions which have opened offices at AGU	Result Indicator
	Quality Indicator

STRATEGIC PURPOSE 5:

TO ENSURE SUSTAINABILITY AND CONTINUITY IN MANAGEMENT PROCESSES

STRATEGIC OBJECTIVE 5.1.

To be sensitive to the environment and historical heritage.

Activities:

- 1) *Establishing waste management system at AGU and ensuring its sustainability.*

Performance Indicator	Indicator Type
	Productivity Indicator
Creating Waste Management System Project	Input Indicator
Establishing and operating the waste management system	Output Indicator
	Result Indicator
Efficiency Evaluations of the Waste Management System	Quality Indicator

- 2) *Supporting the use of non-environmentally harmful materials at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Decision to use only consumables with an environmental footprint certificate at AGU	Input Indicator
Rate of the consumables used at AGU with an acceptable environmental footprint	Output Indicator
	Result Indicator
	Quality Indicator

3) *Supporting energy saving at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Development of an energy saving project and detection of problem areas in AGU buildings and processes	Input Indicator
Decrease in total energy consumption (per person)	Output Indicator
	Result Indicator
	Quality Indicator

4) *Protecting the nature at AGU without compromise.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the expertise committee of Nature Conservation and Monitoring on AGU Campuses in two months	Input Indicator
	Output Indicator
Score of the Conservation and Monitoring Committee after evaluating the natural texture of AGU Campuses	Result Indicator
	Quality Indicator

5) *Protecting the historic fabric of AGU without compromise.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the expertise committee of Historic Fabric Conservation and Monitoring on AGU Campuses in 2 months	Input Indicator
	Output Indicator
Score of the Conservation and Monitoring Committee after evaluating the historic fabric of AGU Campuses	Result Indicator
	Quality Indicator

6) *Establishing recycling systems at AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Preparation and implementation of the AGU Integrated Recycling System Project in one year	Input Indicator
Amount of recycled material	Output Indicator
	Result Indicator
	Quality Indicator

7) *Publishing total environmental footprint of AGU every year.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee in two months for the calculation of the AGU Environmental Footprint	Input Indicator
Initiation of monitoring and calculation process for the environmental footprint within the framework of the method developed by the committee	Output Indicator
	Result Indicator
	Quality Indicator

8) *Reducing the AGU environmental footprint.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of an expertise committee to coordinate work on reducing environmental footprint (waste management, energy use, materials and system decisions regarding new construction, graywater use ...) and determine the implementation priorities.	Input Indicator
Number of improvements made in the AGU processes in line with the committee's proposals	Output Indicator
Reductions in AGU environmental footprint measurements	Result Indicator
	Quality Indicator

9) *Organizing in-house and public training sessions for the creation of sustainable living spaces and awareness raising.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of internal/external stakeholders participating training sessions Number of training sessions held	Output Indicator
	Result Indicator
Participants' level of satisfaction with the training	Quality Indicator

10) *Arranging on-campus walking trails in such a way as to allow the experience of historical and natural assets.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the relevant expertise committee in two months	Input Indicator
Changes/improvements/developments in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 5.2.

Providing a safe environment against disaster risks

Activities:

1) Launching disaster emergency planning.

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the relevant expertise committee in two months	Input Indicator
Changes/improvements/developments in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

2) Organizing joint training events and conferences with public institutions and non-governmental organizations on disaster risks and measures.

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of training sessions and events	Output Indicator
	Result Indicator
Participants' level of satisfaction with training and events	Quality Indicator

3) *Organizing seminars and training programmes that will guide the efforts of "Business Continuity" in order to contribute to the disaster preparedness of companies and non-governmental organizations.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of seminars and training activities	Output Indicator
	Result Indicator
Level of satisfaction of participating companies and non-governmental organizations	Quality Indicator

STRATEGIC OBJECTIVE 5.3.

To ensure that AGU is among the prestigious universities in terms of the quality of human resources, education and research activities, laboratory and infrastructure facilities and to ensure the sustainability of this position.

Activities:

- 1) Regularly organizing academic and administrative staff development programs every year.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of participants in the development programs organized	Output Indicator
Rate of those who state that they are more productive due to the development program	Result Indicator
Participants' level of satisfaction	Quality Indicator

- 2) Organizing orientation programs with a focus on research opportunities, educational philosophy and management processes for new incoming academicians.*

Performance Indicator	Indicator Type
	Productivity Indicator
Determining the content and structure of the orientation program	Input Indicator
Putting the orientation program into practice	Output Indicator
	Result Indicator
Participants' level of satisfaction with the orientation program	Quality Indicator

- 3) *Doing prediction and foresight studies to make AGU and the higher education more competitive and more effective by means of search conferences, consultation meetings, etc.*

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of events of the specified quality which were performed	Output Indicator
Number of enhancements/improvements in the AGU processes and institutions as a result of the activities	Result Indicator
	Quality Indicator

- 4) *Determining and publishing the progress of AGU in its competitive position by identifying and closely following domestic and foreign equivalent universities (benchmarks) that are thought to best represent AGU's present and future.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing the expertise committee of the AGU Competitive Strategy Formation in two months	Input Indicator
Number of enhancements/improvements in line with the committee's proposal	Output Indicator
Setting up a portal where committee decisions and practices can be followed by the AGU components	Output Indicator
Performance of AGU in national and international university rankings	Result Indicator
	Quality Indicator

5) *Ensuring that investment and development plans are in line with the vision and mission of AGU.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the Investment and Development expertise committee in two months	Input Indicator
Changes/improvements realized in line with the committee's proposals	Output Indicator
	Result Indicator
	Quality Indicator

6) *Ensuring that the support of the AGU Foundation, which contributes to having high quality academicians and students, is sustainable.*

Performance Indicator	Indicator Type
	Productivity Indicator
Ensuring annually the income-expense balance of the AGU Foundation	Input Indicator
	Output Indicator
Increase in the rate of academicians and students who see AGU as an attraction center.	Result Indicator
Keeping the support of the AGU Foundation at a level that will attract quality academicians and students to AGU	Quality Indicator

7) *Increasing and diversifying income sources (Technopark, Projects, AGU Academy, EMBA, Revolving Fund) to enable AGU to carry out its activities independently of the state budget.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishing offices to provide process support to academicians who want to take part in national and international projects, the AGU Academy activities, Evening Education Programs, Technopark and Revolving Fund Projects	Input Indicator
Total revenue generated from the said activities	Output Indicator
	Result Indicator
	Quality Indicator

8) *Establishing the AGU Technopark and to make it one of the most effective and efficient technoparks in the country.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the expertise committee which will manage the establishment process of the Technopark in two months	Input Indicator
Implementation of the establishment phases determined by the committee one by one	Output Indicator
Making the AGU Technopark active in three years at most	Result Indicator
	Quality Indicator

9) *Establishing the necessary systems for the formation and permanence of an organizational memory at AGU; ensuring that contribution to the organizational memory is observed in each unit/activity and these contributions are accessible.*

Performance Indicator	Indicator Type
	Productivity Indicator
Establishment of the AGU Organizational Memory Portal in six months where the different units will report on the projects they undertake, project processes, results and the lessons they have taken	Input Indicator
Number of projects/experiences reported on the AGU Organizational Memory Portal	Output Indicator
Number of units reporting that they can conduct their own projects and processes more efficiently and effectively using the information on the Organizational Memory Portal	Result Indicator
	Quality Indicator

STRATEGIC OBJECTIVE 5.4:

To ensure the permanence and sustainability of the long-term vision of AGU.

Activities:

1) Creating success stories and publishing them in order to ensure that the AGU vision is internalized by all AGU components.

Performance Indicator	Indicator Type
	Productivity Indicator
	Input Indicator
Number of success stories created and published	Output Indicator
Rate of people among AGU components who have adopted and internalized the vision of AGU	Result Indicator
	Quality Indicator

2) Developing systems to ensure continuity in AGU vision, mission and principles and transfer of knowledge and experience in the event of a management change

Performance Indicator	Indicator Type
	Productivity Indicator
Number of training sessions, meetings and seminars held to promote the AGU vision and mission to the AGU Personnel so that they can adopt them	Input Indicator
Rate of people among AGU components who have adopted and internalized the vision of AGU	Output Indicator
Level of internalization and adoption of the AGU vision, mission and principles by the current and future AGU managers.	Result Indicator
	Quality Indicator