

# 2024 Sharing Information on Progress **(SIP) Report**

Almaty Management University

August 2024

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## About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

**Antonio Guterres**

Secretary-General (2017 - Present)

United Nations

”

## Principles of PRME



### Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



### Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



### Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



### Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



### Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



### Practice

We adopt responsible and accountable management principles in our own governance and operations.



### Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





# Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

## Letter of Commitment

Almaty Management University demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



AUGUST  
2024

# MESSAGE FROM THE PRESIDENT

*AlmaU was founded in 1988 as Kazakhstan's first private university, focused on business, entrepreneurship, and management education. Our programs and alumni have significantly impacted Kazakhstan's economy and civil society.*

*From the beginning, AlmaU has launched innovative programs to develop an entrepreneurial mindset and social responsibility among students and faculty. The university collaborates with over 130 institutions globally and is dedicated to the Third Mission, UN SDGs, and the Principles for Responsible Management Education (UN PRME).*

*Education plays a pivotal role in society, akin to essential industries like oil and gas. A robust education system drives economic growth and regional development. Understanding this, AlmaU continuously expands its offerings with new think tanks, such as the Center for Creative Industry and the Sustainable Development Center.*

*AlmaU is committed to shaping resilient future leaders. Since 2009, AlmaU has been a signatory of PRME and, in 2021, initiated the Eurasian Chapter of PRME. In 2023, we launched the Rector's Club Central Asia+ to enhance dialogue and cooperation in regional higher education.*

*As we adhere to the Third Mission, AlmaU is proud to contribute to civil society, sustainable development, and responsible education. Our youth, equipped with knowledge and skills, are poised to lead and create positive change.*

*We are pleased to present our 2024 Report, highlighting AlmaU's commitment to sustainable development and our active role in promoting PRME in Kazakhstan and Central Asia. This report underscores the importance of social responsibility and global partnerships for future progress.*

DR. ASSYLBEK KOZHAKHMETOV  
FOUNDER AND PRESIDENT  
ALMATY MANAGEMENT UNIVERSITY



Almaty Management University | SIP Report 2024



## Institutional Mission, Vision, and Strategy

The following outlines Almaty Management University's institutional mission, vision, and strategic approach to responsible management education.

### Mission, Vision, Strategy or Purpose

#### Relevant Stakeholders

All

#### Purpose

Mission, Vision, Strategy

Mission, Vision, Strategy

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# Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

## RME Leadership Accountability

At Almaty Management University, accountability for responsible management education is structured as follows:

Yes, but the role is formalized elsewhere within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member), but not in senior leadership team

### **RME role is formalized within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member)**

RME role is distributed among administrative and teaching staff.

The Center for Sustainable Development was established in 2022 at AlmaU in response to the growing need for research and projects on the implementation of Sustainable Development Goals in Kazakhstan and Eurasia. Ainar Nurgaliyev became a focal point for sustainability-related initiatives, events, projects, and expertise. Among faculty and administrators, there are several people whose functions and achievements include work directly related to RME.

### **PRME Signatory Member's people accountable and responsible for RME**

#### **Relevant Stakeholders**

All

#### **Purpose**

PRME Signatory Member's people accountable and responsible for RME

Values. People responsible for RME

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## Organizational Structure for RME

The following organizational entities at Almaty Management University are responsible for RME:

- ❖ Community Engagement Entity
- ❖ Teaching-Focused Entity
- ❖ Research-Focused Entity



# Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.

## RME Elements in Degree Programs

Almaty Management University integrates responsible management education into its degree programs through 5 different approaches:

Guest Speakers and Showcase Events

### Examples of guest speakers and showcase events

**Date**

August, 2024 - September, 2024

**Location**

Almaty Management University

**Speakers**

Experts and prominent figures in industry

Guest lectures

Guest speakers and showcase events

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Professor-Discretionary Course Topics

### Examples of topics in courses

**Department**

AlmaU

**Learning Object Subject**

Please see in a file

**Educational Level**

Please see in a file

**Learning Outcome**

Please see in a file

**Interactivity Type**

Please see in a file

**Learning Object Description**

Please see in a file

Topics in various courses at the discretion of the professor

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## Course-Level RME Learning Goals

### Examples of course syllabi with course-level RME learning goals

#### Department

AlmaU

#### Learning Object Subject

Please see in a file

#### Educational Level

Please see in a file

#### Learning Outcome

Please see in a file

#### Interactivity Type

Please see in a file

#### Learning Object Description

Courses with RME in the course-level learning goals

Courses with RME in the course-level learning goals

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## Program-Level RME Integration

### Specific degree programs with RME in the program-level learning goals and assessment rubrics

#### Relevant Stakeholders

All

#### Purpose

Specific degree programs with RME in the program-level learning goals and assessment rubrics

Specific degree programs with RME in the program-level learning goals and assessment rubrics

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## **Description of degree programs with RME in the program-level learning goals and assessment rubrics**

Specific degree programs with RME in the program-level learning goals and assessment rubrics

In our commitment to fostering Responsible Management Education (RME), specific degree programs have been designed with RME principles embedded into their core learning goals and assessment rubrics. These programs emphasize the development of skills and knowledge that align with ethical decision-making, sustainability, social responsibility, and inclusivity. The program-level learning goals are carefully crafted to ensure that students not only acquire technical and professional expertise but also cultivate a strong sense of responsibility toward society and the environment. Each goal is directly linked to RME principles, encouraging students to think critically about the broader impact of their decisions and actions within their chosen fields. By aligning learning outcomes with RME, we ensure that our graduates are equipped to lead with integrity and make a meaningful contribution to a more sustainable and equitable world

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

## **Description of the Signatory Member's pedagogical approach, which involves RME in all degree program design and pedagogical innovations**

AlmaU programs cover various target groups: from fresh school graduates to experienced top and middle management professionals. Each customer segment is seeking for their own mix of core and supporting disciplines. During the design of learning outcomes, the developers follow the ECTS users' guide. The characteristics of the learning outcomes reflect the competencies of the graduate, the profile of the program and the level of training corresponding to the state standards and ensure the implementation of the graduate's professional activity at the planned quality level. All learning outcomes are provided with a certain set of courses, logically combined into modules. The content of the modules of academic disciplines fully corresponds to the implementation of learning outcomes and takes into account the interests of various categories of students. The Regulations on the distribution of credits for the teaching staff fix the formats of classes: traditional and innovative, blended, blended language, blended dual, dual, sandwich, online, offline.

Practice-oriented courses from professional modules taught at AlmaU are relevant to practice and meet the current needs of the market. Entrepreneurial and AlmaU module develop skills, teach values and create mindset of a students corresponding to the university's mission.

Regardless the professional path of a student, his curriculum will include modules for general and personal development, language skills, entrepreneurial, managerial and IT competencies' development. About 40% of courses on bachelor's degree and 25% on master's degree are dedicated for these functional and general management components.

Concerning cross-functional learning, many disciplines are created on the at the intersection of two subjects, e.g., Agile for marketers, Urboecology, Logistics marketing, logistics management, Managerial economics, Research methods, Research design, History and philosophy of science. Functional thinking is an asset of finance and business analytics related disciplines like Math in economics, Statistics, Business analytics, Predictive analytics, Economic modeling, Mathematical methods, Econometrics. Also, on the entry unified examination, all applicants for a master's program pass critical and analytical thinking and foreign language tests.

In Kazakhstan, business and management education likewise higher education in general is influenced dominantly by the government rather than market forces. The Ministry of Science and Higher Education is a major stakeholder in the higher education sector. We observe a great interest of the Ministry in EHEA and best international practices from the world-class universities. This activity of the Ministry impacts the content, approaches to teaching and learning processes and expected learning outcomes. Involvement of the government as well as the support, including financial, depends on the status of the university: national and key regional universities receive more attention, inspection and support than the rest institutions. On the other hand, private universities like AlmaU are more independent in decision-making process however financially more dependent on the market and customers. In terms of triple helix model, Kazakhstani's universities do not have strong enough interaction with industry but have strong relations with the government. Through such interest in international partnerships for the development of higher education we understand the country's need in international business expansion and foreign investment. The country needs professionals open for the world and ready to work in international context and multicultural teams as well as ready to bring best practices back to the country, launch projects and companies, and attract investments.

Changes in business world and in industry impact the university indirectly through employment rates and higher education relevance in general. Industry dictates the need for professionally skilled workforce and outlines expected competencies. These data are received through the state funding (educational grants), results of the Atameken ranking, a quasi-governmental tool for measuring the higher education's outputs through the level of employment, median salary, accreditations, teaching quality, the relevance of programs.



Problems of business are more covered on the MBA and other master's programs. These programs are based on discussions of various business situations, which include a significant reliance on the students' own practical experience. Students of the program use their personal experience and knowledge in their studies and suggest for consideration the cases from their companies' practice. Discussion and search for solutions in a group are very effective and often lead to the creation of new ideas and the renewal of businesses. In the classroom, taking into account the students' experience in managerial activities during presenting educational material, faculty use the coaching method, by posing open questions to the students that allows them to rely on the existing experience while having courses of the MBA, master's program.

The importance of ethics, sustainability and responsibility is inarguably key to know for the future professionals and current executives. They learn not just the foundations of theoretical knowledge but share and explore ways how to implement this and make their knowledge relevant to practice.

The students are also taught by the institutional example. AlmaU declares its principles and disseminates those via policymaking on the institutional level and making a change on the country level. AlmaU is the founding member of the Academic Integrity League that brings together universities who strongly believe in the power of unity, fairness, transparency, and integrity. In the short period of time the League has become an active player on the arena of the Kazakhstani higher education.

The corporate responsibility has a solid foundation of the mutual support and respect. AlmaU leadership and team is known for the team spirit and proactiveness. It is a standard practice to support one another in the time of hardship be it related to the professional challenges or personal matters. For example, recently AlmaU team and students have announced the call for donations to [support Turkey](#) after the devastating earthquake. Same initiatives were observed during countries' natural disasters like fires in the Kostanay region, [families in need](#) during the pandemic.

AlmaU programs' curricula are imbued with sustainable development, diversity, ethics principles. Every year, the university enlarges the coverage of these topics among various courses. All levels of education include courses that are directly connected to sustainable development, diversity, ethics and inclusion. AlmaU 1<sup>st</sup> and 2<sup>nd</sup> year bachelor's students have compulsory courses of AlmaU module - Service learning, Design of life, Leadership, Critical thinking that assure learning and relevance of required topics. Since 2022, new courses added to AlmaU module: Human rights and civil society, Sustainable development: principles and practice. Bachelor's programs include such courses as Sustainable development, Kaizen (sandwich), Sustainability and corporate social responsibility, EQ, Leadership and social responsibility, Modern Methods of Production Organization (Lean Management, Kaizen, TQM/ QMS, SMART, Agile, Six Sigma, etc.), Sustainable economy, Social responsibility in PR. GSB programs (MBA, EMBA, DBA) integrate Social and Corporate Responsibility, and Corporate Sustainability and Business Ethics into specific modules. AlmaU School of Entrepreneurship

and Innovations promotes sustainable development via student project activity, Babson challenge, Startup Night and other events. In 2021, a team of students of the Management program under the guidance of Sanim Zhanbyrbaeva took first place in the national stage of the Babson challenge.

Overall, the corporate ethics and culture are based on the fact that every person at AlmaU follows certain policies and guidelines. AlmaU is guided by the ESG policy that highlights its commitment to ESG. The Code of Ethics is one more key document everyone should rely on. Ethics, sustainability, and responsibility are integral to the teaching process. Various syllabi contain these as topics and core values. For example, Associate Professor of the School of Management Dr. A. Lipovka, CEEMAN IMTA alumna, teaches courses Time management and business communication, Academic writing and research, Organizational behavior, HR training and development, Innovation management that include ethics from different aspects of this concept.

Bachelor's final projects and works' topics include range of topics related to SDG, ESG, CSR and responsible management. The master's level theses and final projects contain them as well either as topics or as a necessary part of the content. The learning outcomes for master level programs include these topics to ensure relevance to practice.



# Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

## RME Elements in Research

Almaty Management University incorporates responsible management education into its research endeavors through 4 different methods:

### Regular Research Seminars

#### Examples of responsibility-related regular research seminars

**Date**

August, 2023 - July, 2024

**Location**

Almaty Management University

**Speakers**

Experts and prominent figures in industry

Please see in a file

Responsibility-related regular research seminars

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### Research Conferences

#### Examples of responsibility-related conferences

**Date**

April, 2023 - September, 2023

**Location**

Almaty Management University

**Speakers**

Experts and prominent figures in industry

Please see in a file

Responsibility-related conferences

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### Required Research Reporting

## **Faculty members must report their responsibility-related research publications regularly**

Faculty members are required to regularly report their research publications, reinforcing the university's commitment to upholding high standards of academic integrity and social impact. This reporting process is integral to the university's broader strategy to ensure that research activities align with its mission of promoting ethical practices, sustainability, and social responsibility across all areas of study. By systematically documenting and sharing their work, faculty contribute to a collective effort that elevates the university's reputation as a leader in responsible management education and research. Once a year, an overall School and later - University scientific report is assembled and presented on the Academic council meeting.

Research and Development is one of the key priorities for AlmaU perspectives. AlmaU has redesigned and renewed its strategic development, so that mid-term priorities and long-term goals are closely aligned with a scientific approach and correspond AlmaU and University community needs – project development, applied research, labs and centers activities, researchers and educators engagement. AlmaU plans to enhance its brand positioning as a strong business school and executive education hub in Kazakhstan and Central Asia.

AlmaU focuses on research and development projects involving students, researchers, educators, experts and consultants in the business-related spheres. AlmaU enhances R&D by launching and establishment of its facilitating, supporting and coordinating project-based and research activities. AlmaU supports the integration of faculty research results into the study process, commercialization of science, running consulting projects and offering industry expertise. Among main research activities are joint projects, consulting services, publications (including in indexed journals), organization of conferences, workshops, round tables, winter and summer schools.

Historically, AlmaU was a teaching institution, nevertheless all faculty members, staff and students had an opportunity to participate in different activities to conduct research in collaboration with local and foreign partners as well as to join collaborative dialogues and discussions on achievements, innovations, projects, intellectual work and interdisciplinary studies. Currently, AlmaU have been rethinking the research policy to grow from a teaching university to a more comprehensive university.

AlmaU has redesigned faculty recruitment requirements in order to attract professionals with scientific degrees and research achievements as well as to continuously develop tactic roadmaps to arrange R&D activity. AlmaU focuses on the following research spheres that match its strategic goals: management, business, entrepreneurship, education, knowledge management, healthcare, social responsibility and regional development.

Faculty and staff members are involved in research groups and provide consulting services for stakeholders, such as the government, local authorities, companies, research centers, NGOs, and partner universities. Exchange of information and research results within the community has a multiplier effect, impact and engagement.

Faculty members are required to regularly report their responsibility-related research publications, reinforcing the university's commitment to upholding high standards of academic integrity and social impact. This reporting process is integral to the university's broader strategy to ensure that research activities align with its mission of promoting ethical practices, sustainability, and social responsibility across all areas of study. By systematically documenting and sharing their work, faculty contribute to a collective effort that elevates the university's reputation as a leader in responsible management education and research. Once a year, an overall School and later - University scientific report is assembled and presented on the Academic council meeting.

Moreover, this practice encourages ongoing reflection and dialogue among faculty members, fostering a collaborative environment where innovative ideas can be exchanged and further developed. The regular reporting not only highlights individual achievements but also provides valuable insights into emerging trends and challenges within the field of responsibility-related research. Research Department runs weekly science meetings on Thursdays in the format of brown bag seminars. The goal is to exchange information and receive feedback on the scientific projects that each faculty and researcher (including doctoral students) implements. The seminar is interdisciplinary, so the story must be clear (and preferably interesting) to everyone, regardless of their main specialization. Duration - 1-2 hours. Last February - April 2024, 10 faculty and researchers pitched their research ideas of achievements.

These reports are often used for curriculum development, ensuring that the latest research findings are integrated into teaching practices, thereby enriching the learning experience for students. Additionally, the documentation of such research supports the university's outreach efforts, as it can be showcased in public forums, academic conferences, and publications, demonstrating the institution's active role in addressing global challenges.

Overall, the requirement for faculty to report responsibility-related research publications is a key element in maintaining a dynamic and ethically focused academic environment. It ensures that the university remains at the forefront of advancing knowledge that not only meets the highest academic standards but also contributes meaningfully to the betterment of society.

## Research funding specifically related to responsibility

Priority research areas are formed on the basis of AlmaU's long-term development strategy, requirements of international accreditations and rankings, and accepted international partnership commitments (PRME, CEEMAN, etc.), as well as on the basis of social responsibility to society and contribution to the social and economic development of the city and country. AlmaU has a system of internal research grants allocated to the faculty whose scientific interests comply with priority research areas.

In our national context, real science in universities is more supported by the grant funding by the Science Committee of the Ministry of Higher Education and Science of the Republic of Kazakhstan. However, only 16% of the total national budget for R&D is allocated to higher education, while the main share of funding goes to research institutes. At the same time, most of the publications in international peer-reviewed journals come from universities.

Scientific research is funded by:

- the state budget for the implementation of fundamental and exploratory research in the most important areas of science, technology and culture on a competitive basis;
- sectoral ministries, departments, associations and other organizations, including foreign and sponsorship support, on a contractual basis;
- own funds, funds of sponsors and investors.

AlmaU has a system of internal research grants allocated to the faculty whose scientific interests comply with priority research areas.

However, main sponsors of research are Ministry of Higher Education and Science, Akimat, industrial partners.



# Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



## Partnership Approaches for RME

Almaty Management University partners with external stakeholders to advance responsible management education through 5 different approaches:

Knowledge Translation and Dissemination

### Informing: knowledge translation and dissemination

#### Relevant Stakeholders

All

#### Purpose

Informing: knowledge translation and dissemination

Informing knowledge translation and dissemination

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### Description of partnering activities that involve informing

The university actively fosters partnerships with business, government, civil society, and academia to advance responsible and accountable management education and practice. These collaborations are integral to the university's mission of integrating ethical leadership, sustainability, and social responsibility into all aspects of its educational programs.

By working closely with industry leaders, the university ensures that its curricula remain relevant and responsive to the evolving demands of the global market, while also embedding principles of ethical decision-making and sustainability. Partnerships with government entities provide opportunities to influence public policy and contribute to the development of frameworks that promote responsible governance and social equity.

The AlmaU Rector's Club Central Asia is a leadership forum or network established by Almaty Management University (AlmaU) that brings together rectors, presidents, and senior leaders of higher education institutions across Central Asia. The purpose of the club is to foster collaboration, share best practices, and address common challenges in higher education within the region. The club often serves as a platform for strategic discussions on educational innovation, policy development, and institutional growth, aiming to enhance the quality and impact of higher education across Central Asia.

External Community Dialogue

## Dialoguing: bilateral or multilateral conversations with external communities

### Relevant Stakeholders

All

### Purpose

Dialoguing: bilateral or multilateral conversations with external communities

Dialoguing bilateral or multilateral conversations with external communities

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## Description of partnering activities that involve dialoguing

The university actively fosters partnerships with business, government, civil society, and academia to advance responsible and accountable management education and practice. These collaborations are integral to the university's mission of integrating ethical leadership, sustainability, and social responsibility into all aspects of its educational programs.

By working closely with industry leaders, the university ensures that its curricula remain relevant and responsive to the evolving demands of the global market, while also embedding principles of ethical decision-making and sustainability. Partnerships with government entities provide opportunities to influence public policy and contribute to the development of frameworks that promote responsible governance and social equity.

Since the summer of 2021, the 'university for the city' concept has run in the format of a co-working and creative space for civic society and the city community, as well as a research and project-based activity. AlmaU operates a space called Qaynar Bulaq ('the boiling point' in a poetic translation from Kazakh), a creative space covering 335 square meters that welcomes educators, researchers, businesses, students, entrepreneurs, civic activists and members of public organizations and NGOs, representatives of state bodies, professional communities, journalists, and active citizens, to discuss various social, economic, technological and city management problems.

Following the idea of creating an independent dialogue platform between representatives of government, business, and society will result in new forms of cooperation and joint projects to solve the city's urgent problems and implement successful socio-economic, technological and educational solutions - with 3000+ experts in databases, 100+ events since the launch and 20+ events per month.

AlmaU Qaynar Bulaq hosts open interactive master class series for Almaty citizens and guests within the 'Festival of city' society, which is dedicated to professional development, re-skilling, upskilling and new-skilling for all in different aspects of life and activity.

## Collaborative Problem Solving

### Description of partnering activities that involve problem-solving

UNDP, jointly with the Centre for Urbanism of Almaty Management University, held a tactical urbanism activity on the streets of Almaty

The United Nations Development Program (UNDP) in Kazakhstan, together with the Centre for Urbanism of Almaty Management University, held tactical urbanism activities on Panfilov Street as part of the Green and Safe Streets initiative. The activities are aimed at transforming a city parking lot into a "weekend" pedestrian square.

This initiative aims to address air pollution in Almaty and is funded through the regional City Experiment Fund program, which brings together the expertise and resources of various organizations to develop and improve the quality of life through strategic innovations. These innovations facilitate the transition from siloed initiatives to systemic urban transformations. In Kazakhstan, the use of systemic approaches to solve urban problems is demonstrated by the example of combating air pollution in Almaty.

The Green and Safe Streets initiative was developed based on recommendations generated during public consultation events that involved more than 40 different institutions, including government and private organizations, NGOs, experts, and activists in urban sustainability. These events helped establish further steps to address the complex task of cleaning the air in Almaty, including identification, scaling, consultations, and securing funding.

The goal is to transform urban spaces into a more sustainable, inclusive, and safe environment for everyone. The highlight of the event was our idea-generation workshop, where experts, community members, and local stakeholders came together to discuss innovative solutions. The ways to improve air quality, enhance public spaces, and promote sustainable transportation were explored.

### Problem solving: joint problem-solving with external partners in a purposeful relationship

#### Date

August, 2024 - August, 2024

#### Location

Almaty city

#### Speakers

Urban center and UNDP

Please see in a file

Problem solving joint problem-solving with  
external partners in a purposeful relationship

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Collaborative Change Action

## Description of partnering activities that involve acting

The Central Asia Regional Economic Cooperation (CAREC) region has a vast potential for innovation and entrepreneurship, with a growing number of young entrepreneurs and startup ventures emerging from universities. The CAREC University Innovation Exchange Program (UIEP) is a dynamic two-week innovation study tour across four countries in the CAREC region: Kazakhstan, Uzbekistan, Azerbaijan, and Georgia.

This initiative is designed to foster regional collaboration among universities in the CAREC region, to increase awareness among students about the opportunities available within the region, and to facilitate the development and expansion of their startup ideas. The program offers selected pre-seed startup teams the opportunity to participate in various activities such as workshops, site visits, pitching and mentoring sessions, as well as networking events across the four countries involved.

## Acting: working collaboratively to enact change

### Date

July, 2023 - July, 2023

### Location

Central Asia

### Speakers

Experts and prominent figures in industry

Please see in a file

Acting working collaboratively to enact  
change

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Formalized Partnership Governance

## **Governance: formalized rules of engagement that governs the type of resources exchanged, the desired outcomes or impacts, etc.**

### **Relevant Stakeholders**

All

### **Purpose**

Governance: formalized rules of engagement that governs the type of resources exchanged, the desired outcomes or impacts, etc.

Governance formalized rules of engagement  
that governs the type of resources  
exchanged, the desired outcomes or impacts

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## **Examples of formal governance structures for partnering**

Over six months, AlmaU and the Science Fund collaborated on a Program for the Acceleration of Scientific Projects, focusing on key areas like ecology, agronomy, landscape design, genetics, and beekeeping. A series of training sessions from May 17 to 28, 2023, involved 54 participants and resulted in 12 project presentations, with six showing strong implementation potential.

AlmaU, in partnership with QazInnovations launched two programs: one for incubating student projects and another for accelerating scientific and technical projects. The AlmaU Spark business incubator, which includes projects from various regions across Kazakhstan, is fostering a nationwide innovative ecosystem.

Supported by the Ministry of Science and Higher Education of Kazakhstan, AlmaU's Technology Commercialization Center, in partnership with the National Academy of Sciences and Thunderbird School of Global Management (Arizona State University), organized the "InnoBoost – Winter 2024" acceleration program for Kazakhstani scientists and students.

In April 2023, the Industry Advisory Board was established under the Technology Commercialization Center at AlmaU.

Over a period of 6 months in 2023, AlmaU and the Science Fund representatives have been jointly working on the Program on the Acceleration of Scientific Projects. It is important to note that AlmaU, together with the Science Fund, have implemented the program dedicated to the acceleration of scientific projects in the field of ecology, agronomy, landscape design, genetics, beekeeping and other important areas. Within the program framework, a series of training activities was held on May 17 to May 28, 2023, for university teams represented by commercial scientists and researchers. Teams presented 12 projects in the field of ecology, agronomy, landscape design, genetics, beekeeping, etc. during the training sessions, gathering a total of 54 participants. 6 out of 12 projects have a serious potential for implementation. As part of the

public-private partnership between AlmaU and JSC "NARI QazInnovations" to support business incubators, two programs have been launched: incubation for student projects and acceleration for scientific and technical projects. A distinctive feature of the AlmaU Spark business incubator program is the participation of projects from various regions, including Aktau, Shymkent, Taraz, Pavlodar, Aktobe, Karaganda, Kostanay, Uralsk, Almaty, and others. This initiative is fostering a nationwide innovative ecosystem—a community of scientist-innovators. The diversity of projects and their geographical distribution make the program unique and highly sought after, both now and in the future. With the support of the Ministry of Science and Higher Education of the Republic of Kazakhstan, the Technology Commercialization Center at Almaty Management University, in partnership with the National Academy of Sciences under the President of the Republic of Kazakhstan and the Thunderbird School of Global Management (Arizona State University), has organized the acceleration program for scientific projects for Kazakhstani scientists and students, "InnoBoost – Winter 2024." In April 2023, the Industry Advisory Board was launched under the Technology Commercialization Center at Almaty Management University (AlmaU).



# Practice

We adopt responsible and accountable management principles in our own governance and operations.

## RME Policy Implementation

Almaty Management University has implemented 2 policies to support its commitment to responsible management education:

Employee equity, diversity, inclusion

### **Policies on employee (including faculty) equity, diversity, inclusion**

**Scope**

Employee rights, equity, diversity, inclusion

**Enforcement Date**

March, 2019

**Revision Date**

March, 2025

**Number Of Pages**

13

**Publisher**

-

**Media**

-

Employee equity, diversity, inclusion

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Student equity, diversity, inclusion

### **Policies on student equity, diversity, inclusion**

**Scope**

Student rights, equity, diversity, inclusion

**Enforcement Date**

August, 2023

**Revision Date**

August, 2025

**Number Of Pages**



3


**Publisher**


-

**Media**

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Student equity, diversity, inclusion

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## Institutional Aspiration Targets

Almaty Management University has set aspiration targets in 2 different areas:

- ❖ Student EDI Targets
- ❖ Employee EDI Targets



# Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, Almaty Management University operates with the following approach:

### Limited Transparency Disclosure

#### **Website of disclosure of performance**

PRME Signatory Member discloses its performance on policies related to RME, including its successes and failures, with limited transparency (e.g., only successes, internal channels).

The official institutional website is one of our most important marketing and communication channels. Providing necessary and timely information about our processes and activities is critical to developing quality relationships with our stakeholders: Employees, students, media, government agencies and institutions, as well as business, academic and educational partners. Our website is created and currently under upgrade so that visitors could easily navigate it and find all the important information.

Our website is not only a repository of information, but a dynamic platform that is continually updated and upgraded. This ensures that visitors can easily navigate the site and find all the necessary details about our faculty, programs, and initiatives. By doing so, we enhance our visibility and reputation, aligning with one of our strategic priorities: creating a positive public image and fostering trust in our institution.

In our pursuit of excellence in Responsible Management Education (RME) at AlmaU, it is essential to create an environment where sharing both successes and failures in the form of annual reports (financial, SDGs, annual). This openness is key to ensuring collective learning, enabling us to better realize our shared values and goals.

AlmaU is committed to transparency, as reflected in the extensive array of reports, documents, policies, and accreditation certificates and letters of confirmation available on our website. These resources serve as a testament to our dedication to responsible management and the continuous improvement of our academic programs.



SIGNATORY

# Almaty Management University

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## Address

227 Rozybakiev Street, Almaty, 050060  
Kazakhstan



## Website

<https://www.almau.edu.kz>