

MINISTRY OF EDUCATION AND SCIENCE, YOUTH AND SPORT OF UKRAINE  
TERNOPIL VOLODYMYR HNATIUK NATIONAL PEDAGOGICAL UNIVERSITY

*“Approved”*

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**MISSION STATEMENT AND DEVELOPMENT STRATEGY  
FOR TERNOPIL VOLODYMYR HNATIUK  
NATIONAL PEDAGOGICAL UNIVERSITY  
FOR 2012-2021**

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## INTRODUCTION

The University, like other higher education institutions, being on the verge of the post-industrial civilization has not avoided serious challenges of social development: globalization of all social and economic processes; radical transformation of labour markets; the emergence of fundamentally new technologies and providers of educational services; aggravation of competition on the regional, national, European and global levels; change of functions, role and place of universities in modern society etc. To participate actively in the formation of the tasks for the development of the younger generation, set by the “National Strategy of Education Development in Ukraine for 2012-2021”, to secure preservation and strengthening of the University high status on regional, national and international levels is impossible without the introduction of program-oriented approach to planning its activity and development. Concept development has been determined by the need of radical changes aimed at improving the quality of education competitiveness, settling strategic challenges that the University faces in the new economic and cultural conditions, the integration of Ukraine’s education into European and World Education Area.

The work of the University is governed by the methodological provisions of the National Strategy of Education Development in Ukraine for 2012- 2021, State National Program “Education” (“Ukraine of XXI Century”), Laws of Ukraine “On Education”, “On Higher Education” and other normative regulatory acts.

Further development of the University requires a clear definition of the mission of the institution, identification of long-term priorities, strategies in the new socio-cultural context.

### **The concept aims:**

- to define the strategic directions of the University development of at the beginning of XXI century, priorities and solutions;

- to direct scientific and pedagogical potential of the collective of the faculty, general staff and students at coordinated creative work;

- to familiarize the general public with the priorities of the university;

- to help the management of the university and its departments make effective management decisions in specific situations of learning, scientific, educational, personnel work.

### **The mission of the University lies in:**

- making it possible for students obtaining high-quality and competitive higher education according to labour market requirements of modern postindustrial, information society; preparing highly morally stable, patriotic professionals able to work effectively and learn throughout life, through organic combination of independent systematic training, search and research, public quality of teaching and educational work, thorough research of academic staff;

- providing personal development of all subjects of the educational process (students and the staff) taking into consideration their individual needs and abilities based on the principles of humanization and humanitarization, personalisation and differentiation;

- retaining, distributing and promoting the values of Ukrainian and world culture, encouraging spiritual development of the participants in the educational process.

In specifying its mission the University comes from the fact that high-quality education guarantees the student's future employment, whereas the quality of education is guaranteed by university's specialisation. Therefore, the priority will be given to pedagogical speciality.

However, in order to survive in difficult demographic and socio-economic conditions for the preservation of scientific and pedagogical, logistic potential and prospects of development of the University, it is extremely necessary to enhance its competitiveness in the regional market of educational services, including training specialists of non-teaching spheres. Therefore, the University will continue to implement quality education of professionals from other fields of professions that are related to pedagogical specialties in semantic component of basic training, and from which the material and technical provision and staff meet licensing requirements and other regulations of Ministry of Education and Science, Youth and Sport.

Mission of TNPU is implemented on the basis of university autonomy, democracy and responsibility with the understanding that education is the basis of the development of every citizen, nation and state, guarantee of Ukraine's future. Education is the determining factor of political, social, economic and cultural life of society, a strategic resource for improving human welfare, national interests, strengthening prestige and competitiveness in the international arena. The realization of the mission of the University requires its high status and positioning, resulting in

- maintaining and strengthening the leading role of the University in the system of national pedagogical education;

- openness of the University, its active integration into the global information space, membership in international educational organizations;

- full-fledged participation of the University in Bologna process, integration to the united European Education and Research Area;

- implementing humanistic ideas in all activities, providing university status as a corporation of people who prefer spiritual values, culture and science;

- preservation, multiplication and promotion of university cultural traditions through fashion, career guidance and cultural and elucidative activities;

- the transformation of the University in the intellectual, cultural, pedagogical and educational center of the region;

- ensuring open and tolerant communication of the faculty, general staff and students of the University;

- the development of PR-activities and journalistic activity, interaction with the media, productive publishing.

In its daily activities the University adheres to the following **principles**:

- Standardization following control regulations in the Law of Ukraine "On Education", the Law of Ukraine "On the Statute of the University, and other normative documents of the profile Ministry, Cabinet: Higher Education", documents of Ministers and the Parliament;

- mobility - prompt response to the requirements of the customer of educational services and the labor market, strategic and tactical changes in the system of training and innovations in education;

complexity - the optimal implementation of all activities (training, organizational and methodical, scientific, educational, etc.) based on health-maintaining approach;

publicity and openness – discussion of the achievements and results of the University and its departments of different directions at academic councils of the University and other meetings, in cyberspace of the Higher Educational Establishment and the media; collective and personal responsibility of academic pedagogical staff, general staff and students for the organization, development and results of the educational process.

### **1. University development strategic plan**

University modernization and development should be a proactive and continuous process and flexibly adapt to the processes that happen all over the world and in Ukraine. Efforts of the administration, academic staff, supporting staff and collective in general should be aimed at the implementation of the University strategic plan:

- introduction of the ideas of the philosophy of anthropocentrism into the educational process and social safety net of students and working staff as a national education strategy;

- modernization of the structure, content and organizational forms of future specialists training on the basis of competence approach, reorienting the content of studies to the continuous education, providing the flexibility and mobility of practical preparation according to the demands of labour market;

- development of the effective system of student national and moral education, spiritual development and socialization;

- formation of the health maintaining environment at the University, valueological and ecological culture of the participants of educational process;

- development of scientific and research activity, the improvement of the quality of student professional education on the innovative basis;

- cooperation with higher education and other types of establishments in Ukraine and in the countries which are the members of the European Union, the USA, Canada, Russia and other countries on the terms of international agreements;

- informatization of educational process, enrichment of library and information resources of education and science;

- providing internal monitoring of education and feedback from the University graduates and employers;

- increasing the level of professionalism of the University academic staff due to their systematic self-improvement, the combination of academic and research work, various forms of professional development as well as training in leading native and foreign educational and other types of establishments;

- democratization and optimization of the University management in general and its departments with the aim of using and developing university autonomy and improving

university infrastructure, increasing the effectiveness and efficiency of the University as well as its departments management in the fast-changing conditions, encouraging the working staff to discuss, make and implement administrative decisions as well as to monitor their being carried into action;

- improvement of the legal support of all the directions of the University functioning according to the demands of time and constantly renovated legislative, regulatory and legal framework of education, working out and implementation of the regulations about the work of the University departments and officials into educational process;

- improving logistical support taking into consideration strategic ways of the University development.

## **2. Main difficulties, challenges and risks**

In order to define landmarks to ensure mobility and flexibility of the University educational activity, the Conception should take into consideration essential changes in all the spheres of social life and historical challenges of XXI century. It demands critical comprehension of the difficult conditions of modern higher education functioning as well as focusing efforts and resources on solving urgent problems that interfere with the development of educational branch and the University in particular. These problems include:

- inability of the quality of educational services to meet the strict demands of labour market as well as people's individual needs;

- inability of the content of education to orient itself to the demands of labour market, to modern economic challenges, state education standards, academic plans and programmes in particular;

- vagueness of the system of national monitoring and education quality assessment;

- obsolescence of the assessment criteria of education informatization, introduction of the innovative, information and communication technologies in higher education establishments rating into educational process;

- inertness and conservatism of the systems of educational, physical, moral and spiritual development as well as socialization of children and young people;

- insufficient level of social security of the participants of educational process, the lack of an integral system of social and economic stimuli in the work of the academic staff;

- low level of financial and economic, as well as logistical support of educational establishments from the state budget and not enough freedom for higher education establishments in managing their financial resources acquired from alternative sources;

- insufficient academic level of psychological, pedagogical, scientific and methodological support of educational process;

- inadequacy of the systems of academic and administrative staff preparation, re-qualification and training;
- formalities in attracting public institutions, employers and other consumers of educational services to managing higher education establishments;
- instability of the economy, the lack of the resources for systematic realization of all tasks and for taking necessary measures;
- negative influence of the unfavourable demographic situation on the demand for educational services, inadequacy of the procedure of enrolment to higher education establishments;
- inability of the society to completely accept suggested educational reforms and negative influence of populist tendencies in politics on these reforms;
- unreadiness of some members of the academic staff for innovative actions;
- insufficient preparation of higher education establishments for the comprehensive consideration of new tasks, coordination of the work of all services and departments;
- bribery and the availability of objective factors that decrease the effectiveness of the measures taken for overcoming it.

### **3. Priority tasks**

Strategic ways of the University functioning and development, taking into consideration modern problems, require that the following tasks should be solved:

- internal modernization, structural reorganization of the University, improvement of specialist training according to the changes in the system of Ukrainian higher education;
- the level of educational services provided at different specialities, educational and qualificalional, educational and scientific levels should meet state standards, European and world-wide quality requirements;
- focusing on the proper level of future specialists practical skills formation taking into consideration their professional responsibilities at a potential workplace;
- students employment assistance, organizing active cooperation with employers, finding workplace for students during deployment period;
- introduction of innovative educational technologies, distant and e-learning in virtual learning environment;
- enhancing students' ability to share the feelings of national dignity patriotism, high level of culture, the feeling of public duty;
- supporting students' self-management, improving the level of their individual work, living conditions in hostels, supporting student creativity and improving their physical preparation and fitness;

- creating necessary conditions for sport clubs functioning, encouraging students' achievements in the sphere of sport, increasing the University sport prestige, popularizing a healthy way of life and providing physical rehabilitation for the students and staff;
- providing the effective functioning of the University in difficult economic conditions, efficient use of funds.

#### **4. Ways of development**

Providing the stability and constant development of the University in the difficult conditions of early XXI century can be fulfilled due to:

- renovation of the legal base;
- the University structure improvement;
- improvement of the staff potential;
- improvement of the content of educational process;
- renovation of the scientific and methodological materials of the disciplines; scientific researches, integration of educational process and scientific work;
- licensing and accreditation;
- providing a proper level of educational services;
- informatization and computerization;
- students upbringing, development and socialization;
- international partnership;
- financing and logistical support;
- preventing bribery.

#### **5. The structural changes and the University governance**

Further development of the University requires periodical changes in the structure of the University and its main units - departments and faculties, institutes and centres, scientific institutions, etc. for the purpose of optimization of the governance and effective use of budget funds taking into account the labour market needs and dynamics of the number of students by specialities.

In this direction such structural changes are expected:

integration of small departments for creating capable communities, able to conduct investigations and improve the quality of education, efficient use of funds;

creation of the students' parliament as a democratic body of the European students' self-government;

active involvement of the students' self-government in monitoring and upgrading of all areas of the university;

reorganization of the educational department in the Department of Youth Affairs;

creation of the department (faculty) for preparing foreign students for their entrance exams into Ukrainian universities.

System reform of the University governance is carried out according to the innovation processes in the education area and the requirements of the labour market, restructuring of institutions, changing in the number of students, licensing of new professions, academic hours of the faculty, socio-economic status of society etc.

In this regard the concept provides:

implementation of scientific approaches in the structure of governance for providing with the adequacy, openness, flexibility, efficiency, self-reflection of governance system, combination of administrative and self- government framework, development of collegiate forms of discussion, acceptance and implementation of governance decision at all levels;

enhancing the role of the students' self-government as an equal partner in the University governance;

expansion of the University community in the development and implementation of solutions for the University development and its departments, a set of arrangements aimed at the development of the autonomy of educational and scientific institutes and faculties;

improving the regulatory environment of the University governance and its departments;

transition to a program-oriented governance, establishment of a single penetrating system of strategic planning of the University and its units, reporting of the institutes, faculties and departments;

improving the quality of governance decisions by processing information flows by using computer technology and modern telecommunication systems, development of automation governance;

creation and constant updating of a social passport of the University as a component of information database governance decisions;

enhancing the level of professional development of leaders of the structural subdivisions;

improving the system of information security;

openness and publicity of governance, informing the public, the staff and the students of the plans, events, and decisions of the university authorities.



## **6. The organization of educational process and methodological support of the disciplines**

The implementation of educational activities in the context of high quality requires an adequate scientific-theoretical, methodological and professional level of the activity of the faculty and innovative support of educational process. This requires:

extensive implementation of competence approach: transition from the paradigm focused on developing knowledge and skills of the student with the faculty member's dominance and explanatory and illustrative teaching methods, to the paradigm of receiving the main and professional competencies by the students by means of self-learning of the latter, thorough practical training of future professionals through close and systematic cooperation with educational establishments and enterprises of Ternopil and the region;

change of values training from the "cult of knowledge" to the "cult of thinking" reorientation of the educational process on the development of creative abilities of students in solving non-standard problem situations, independent orientation in the information flows, transition to problem-research model of educational process;

constant updating and improvement of academic curricula and educational programs of disciplines taking into account innovation processes, regulatory changes in higher education and standards of education classification;

individualization of learning aimed at personal development of each specialist taking into consideration his interests and plans according to the specificity of future work, improvement of training content by virtue of the variable component;

monitoring the quality of education in order to get feedback from the students after practice, graduates, employers for the weak points in the training of future specialists;

introduction of the principle of "learning by working" in the final stages and levels of education, training bachelors and masters with focus on a workplace with use of the teaching schemes in the work;

use of individual educational and research tasks, simulation techniques, various forms of interactive practical training (role-playing games, test pieces lessons, classes circle, etc.) in teaching in order to consolidate theoretical knowledge and develop high professional students' competence;

phased implementation of distance and e-learning as the greatest prospect for future transformation of learning without discontinuing work and ensuring lifelong education;

involvement of leading scientists of Ukrainian and foreign universities, academic research institutions in the teaching process, use of up-to-date scientific and technical achievements and software;

use of scientific and technical literature in teaching process, professional studies journals of the University and other institutions, preparation of textbooks and study guides and their publication, including those approved by Ministry of Education and Science,

Youth and Sport, according to the standards and innovation processes in higher education system;

updating study guides, recommendations for students on independent work, individual research tasks, coursework, master works, following various types of practice under existing educational programs and regulations of the educational process;

development and use of electronic study guides in all disciplines based on information and communication technologies and the Internet;

organization of the efficient governance and providing skilled assistance to students during their work on their course, diploma and master's research for practical implementation of the latter;

systematic update of means of students' achievement control - tests for thematic, module and final semester control and tasks for students' independent work;

improving the competitiveness of the University graduates by creating conditions for mastery of foreign languages and modern information and communication technologies;

openness of information about the activities of the educational-methodological department, dean's offices, departments, constant updating of the University website with appropriate study materials with the help of which electronic and distance learning can be conducted;

annual replenishment of methodical departments, faculties by new educational and methodical literature of academic disciplines and pedagogical and work placement;

flexible and rapid response to the dynamics of the labour market by adjusting and reviewing range of professions and specializations, licensing of new specializations to the needs of the labour market, continuation of teacher training in integrated areas taking into account the regional labour market, improvement of the content of pedagogical education with the involvement of the specialists of the National Academy of Pedagogical Sciences, Institute of Innovative Technologies and Content of Education of Ministry of Education and Science of Ukraine;

enhancing the quality of educational services through improvements of forms of vocational work, development of pre-university education and advanced studies as an important component of lifelong education.

## **7. Science development**

Scientific activities at the University are subjected to the formation of innovative science and education area developed in terms of own resources and appropriate conditions for scientific and educational, scientific and technical, technological researches that are aimed to solve global and regional problems. Taken into consideration specification of strategic objectives of the University, scientific activities are carried out in the following directions:

dynamic development of scientific researches and effective promotion of particular scientific and technical inventions on regional, national and international markets with the aim to ensure priority development of fundamental researches as basis for education and training of personnel; development and intensification of effectiveness of scientific schools and new perspective directions that meet international standards of researches: support of scientific schools that have been formed in the fields of pedagogy, theory and history of literature, linguistics, biology, botany, zoology, economic and physical geography, history and development of new scientific schools of ecology, physical rehabilitation and valeology, journalism, electrical engineering, theory and methodology of foreign languages' teaching etc.;

formation of new and security of the effective functioning of formerly established scientific structural units relating to significant areas of researches, professional development and creativity;

deepening of international, inter-departmental, inter-university and intra-university cooperation of structural units based on the general scientific research programs and projects, usage and creation of general scientific and technical base, organization and holding of joint seminars, conferences of different levels, etc;

participating in scientific projects (coordinated by National Academy of Sciences of Ukraine and National Academy of Education of Ukraine), cooperation of scientific researches, funds for their implementation and experimental laboratory equipment;

improvement of the organization and promotion of scientific researches based on the objective evidence of the results given and taking into account the ratings criteria of the higher education institutions and target-oriented support of the innovative projects on a competitive basis; involvement of the university scientists into state and regional scientific research programs on energy efficiency, environmental and regional studies, participation in research projects together with public organizations, funds, etc;

creation of a mechanism of the effective defense of the intellectual property of the university personnel and of the infrastructure of commercial use of the results of scientific researches, improvement of mechanisms of the scientific marketing of the scientific and research inventions of the University;

ensuring continuous growth of the public and extra budgetary funding of the university researches, the formation of an investment fund to support innovative research, talented young scientists and their creative growth;

extension of existing and creating new specialized academic councils in biological, geographical, chemical and other sciences, and doctoral and post graduate studies of new and relevant specialities;

development of the information and scientific environment of the University, providing wider access to the scientific and technical information, including electronic dissertation data base of the libraries and world electronic periodicals;

systematic involvement of the students into research activities, providing the assistance in students' participation in research projects, conferences, contests, for the expansion of spectrum of subject and professional nationwide competitions;

openness of the information concerning research and innovation activities, promotion and approbation of its results: participation in exhibitions and presentations, annual international, national and regional scientific forums and seminars, promotion of an

enlargement of the number of publications in journals with impact factor and publications that are included in scientometric databases (SCOPUS etc.).

## **8. International partnerships**

Based on the assumption that the development of cooperation with international organizations is an important part of personal growth of the academic staff, students and post-graduate students, the implementation of the European integration process and realization of the principles of Bologna declaration demand constant attention to this area, including:

- to support and develop business contacts with oversea associate universities and conclude new agreements about collaboration;

- to maintain and establish contacts with embassies of foreign countries and international organizations;

- to continue collaboration with the members of the European Association of Universities, other international organizations, actively participate in joint events;

- to attract scientists and teachers of foreign educational establishments to the research and teaching work at the University;

- to organize educational and scientific exchanges, internships and studies of the students and the academic staff abroad;

- to extend the participation of the University, the academic personnel and students in projects and programs of international organizations and communities;

- to hold international conferences, seminars, symposia, collaborative competitions, festivals, forums, etc;

- to develop the mechanism of organization and co-ordination of international internships of the university lecturers;

- to provide regular work of consultative bureau for international programs, competitions, grants.

## **9. Personnel policy**

Improving the personnel and social policy, optimization of functional, qualifying, demographic parameters of the academic and research staff to create conditions and incentives for the development of human capacity and productive work of the teaching staff, employees and students, able to fulfill the mission of the University. Personnel policy is carried out through:

- development of new criteria for certification of the academic staff, mechanisms for improving motivation of activity and continuous professional growth of the academic staff and researchers;

- improvement of qualitative characteristics of the heads of departments by staffing it with the academic personnel of higher qualification (doctors of sciences, professors) on 100%;

- doing share in the total number of the academic staff: doctors of sciences – more than 10%, candidates of sciences – not less than 70 %, the overall quality of the teaching staff above 80%, the reduction in the number of scientific and pedagogical workers of retirement age;

development of the system of training and advanced training for lecturers of the University (postgraduate training program, internship, courses, workshops, problem and creative groups, etc.);

development and consistent implementation of a systematic update program of the academic staff under the terms of the licensing of certain professions and requirements for accreditation of higher education institutions of the IV level of accreditation, a strategic development plan for postgraduate and doctoral studies till 2021;

implementation and promotion of the activities aimed at continuity of personnel potential of the academic staff of the University and attracting talented young people;

transformation of the contract system of hiring the academic staff into an effective instrument of personnel policy: the involvement of well-known native scientists and educators (doctors of sciences, professors, academicians and corresponding members of National Academy of Sciences of Ukraine and branch academies of Ukraine) with international experience in the educational process and evaluation of the quality of education, and foreign experts – professors of the world top-rating universities and representatives of the prominent public organizations (Peace Corps, Bosch Foundation, the French Alliance and others.);

strengthening a corporate spirit of the employees and students of the University, creation of favourable socio-economic conditions, amenities, conditions of work and study;

forming an effective system of incentives integrated scientific, pedagogical, methodical innovations, publication of textbooks and monographs (financial and moral encouragements, workload optimization, financing internships in leading Ukrainian and foreign education institutions and research centers, etc.);

creating the cult of health and healthy lifestyle.

## **10. Informatization and computerization**

The priority of the University development is the implementation of modern information and communication technologies ensuring the improvement of the educational process, accessibility and effectiveness of education and young generation training for living in the information society, as well as further automation of all other activities (library, financial, social, etc.).

For the achievement of the abovementioned purpose, the following measures will be provided:

ongoing continuous development of the existing university information system, its innovative specifics support and international standards compliance via the introduction of the new information carriers, computer systems and software, and computer hardware update;

creation of electronic teaching and methodical courses' complexes, implementation of interactive electronic systems, textbooks, and teaching and methodical complexes;

creation and edition of electronic educational means for institutes and faculties;

software of the Distance Learning Centre;

creation of informational and analytical system in school management field, implementation of the advanced computer and informational technology into the departments and deaneries working process;

informational and technological provision of education monitoring (development and introduction of innovative diagnostic technologies, collection and dissemination of education quality data).

introduction of computer knowledge testing and control systems, rating of the students learning activity results;

creation of a single database of educational, methodical and scientific information of institutes, faculties and departments (curricula programs, research papers, articles, diploma, qualification, term papers, reports, electronic versions of textbooks and manuals, educational computer programmes, etc.);

increasing of the information storage reliability, and unauthorized access protection;

providing of online access to world and national remote network resources and library and information provision of distance education via the creation and development of the electronic editions fund;

participation in the creation of the sectoral web resource through cooperation with V.O. Sukhomlynskyi State Scientific and Pedagogical Library of Ukraine (abstracting of specialized edition "Scientific Notes of Ternopil V. Hnatiuk National Pedagogical University. Series: Pedagogics");

realization of the informational and educational functions of the library by introducing optional course "Library User Information Culture" in Moodle system;

organization of the rare publications transfer into digital format for preservation purposes and wider use in research work;

conducting the research on the theme "Information Base of Educational and Scientific Library of Ternopil Volodymyr Hnatiuk National Pedagogical University: from Its Origins to Modernity";

to provide an open access through the library website to the dissertations abstracts that were defended in the specialized academic councils of the university in order to disseminate research results, and increase citation index.

## **11. Education, development and socialization of students**

The University as a cultural life and educational activities center for further strengthening and expansion of the intellectual and moral influence on students, promoting of their spiritual needs development and socialization should provide formation of the personality who is aware of his/her belonging to the Ukrainian people, European civilization, is oriented in the realities and prospects of socio-cultural dynamics, prepared for life in a constantly changing, competitive, interconnected world.

Capacity development and organizational possibilities of the University in this area include:

reorientation of the education priorities consistent on democratization and humanization of the educational process, educational ideology in general, on European humanistic values and dimensions;

ensuring the education content and quality compliance to the relevant and perspective problems of the personality, society and state;

formation of a unified interagency approach to the young people education; interaction between a family, educational institutions, educational authorities, public youth organizations in the education and socialization of youth;

development of the preventive youth education program in the education system;

formation of effective and efficient crime prevention;

implementation of the National Concept of youth development and socialization;

formation of the healthy lifestyle as an important component of the process of education;

improvement of sports and recreation and sports and media work at the university (expanding the number of sports clubs, sections and clubs with obligatory staff, financial coverage and material and technical provision of their activity);

strengthening of the university cooperation with the media, involving them into the process of education;

development of the quality and efficiency criteria for the educational activities evaluating.

## **12. Socio-economic security and material and technical base**

The main tasks of socio-economic development is the creation of optimal conditions for the educational process, strengthening and development of the material and technical base, improvement of the students and staff learning, work, housing, health and recreation environment. This requires the following:

expanding of educational (lecture, laboratory) area under regulatory requirements;

to expand the number of seats in reading rooms and enlarge them to 10 seats per 80 students for the optimization of the level of self-preparation and self-education of students and the academic staff;

to provide the staff and the students with sanitary facilities under the applicable norms, including academic blocks – hygiene rooms (rooms up to 18 sq. m), water closets (20 - 25 sq. m. per 100 students); in dormitories – kitchens (80 sq. m. per 100 people), shower rooms (1 shower, 1 sink per 4-6 people), laundry, drying and ironing rooms (15 sq. m. per 100 people), water closets (20 toilets per 100 people);

to renovate sports facilities, modernly equip them, to refit the training base of the Faculty of Physical Education in accordance with modern standards in order to promote healthy lifestyle among the students, involving them to recreation and sports activities;

to implement measures for the prevention of disease among the students and the university staff, to expand and diversify types of medical services;

to provide the staff and the students with a wholly nourished meal;

to increase a number of seats in accordance with the regulatory requirements at the rate of one seat per 5 visitors;

to introduce modern forms of fast and quality service;

to implement a number of safety measures aimed at improving the working environment, prevention of accidents and occupational diseases at work and emergencies.

to provide the capital construction of the facilities (superstructure of the academic blocks №№ 6, 3, 4, 2) in case of funding availability;

to overhaul the stadium, athletic fields and educational workshops;  
to install energy-efficient windows in academic blocks and dormitories;  
regularly upgrade the material and technical equipment of classrooms, science laboratories, printing capacity of the university.

### **13. Social security, student government, leisure activities**

- improvement of students' education and accommodation conditions;
- creating of conditions for the cultural development and students leisure activities, opening of the new clubs (dancing, artistic, arts and crafts) on the base of CAC "Svitlytsia", annual open championship of the University KVN;
- creating of student clubs on their interests, conducting of the talent competitions among university students;
- expanding the network of recreation, especially for students with disabilities, students-orphans, students from large and poor families;
- promotion of the sanatorium-dispensary development for the quality medication of the students;
- financial coverage of "Students, undergraduates and graduate students social assistance fund of Ternopil Volodymyr Hnatiuk National Pedagogical University";
- development of the student government, its financial securement in accordance with applicable regulations;
- participation of the students government representatives in University scholarship committees, scientific councils and conferences of the university's staff.

### **14. Preventing and counteracting bribery**

conducting systematic work in structural subdivisions of the staff and students on the inadmissibility of bribery and abuse;

periodic hearing at the meetings of Rector's Council, Dean's offices, departments during meetings of the Rector with students issues on the organization and conduct of the mid-term and final control, ensuring their impartiality and inadmissibility of corruption and bribery;

support of the University hotline and mailbox during the academic year;

have regular strict control over the implementation of the schedule of the educational process, timetable of the classes and examinations, other regulations of the educational process.

**Expected results of the operation and development of the concept are to ensure the successful implementation of the mission and strategic objectives of the University in accordance with the National Strategy for the Development of Education in Ukraine for 2012-2021.**