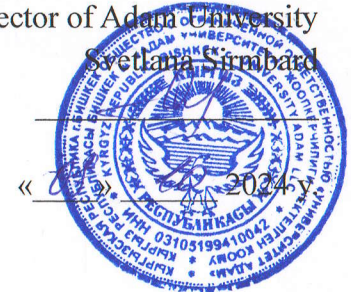




АДАМ УНИВЕРСИТЕТИ
УНИВЕРСИТЕТ АДАМ
ADAM UNIVERSITY

Система Менеджмента Качества

APPROVED
Rector of Adam University
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**KPI SYSTEM FOR IMPLEMENTING THE
FINANCIAL
AUTONOMY MODEL OF ADAM UNIVERSITY**

Bishkek 2024

The implementation of the Financial Autonomy Model at Adam University, developed within the project "Development of Financial Autonomy of Universities of the Kyrgyz Republic" (DEFA, Erasmus+), is a key area for the implementation of Adam University's Development Strategy through 2030 and is aimed at creating a sustainable, transparent, and efficient system of financial resource management.

The main objective of implementing the Financial Autonomy Model is to improve the effectiveness of financial and economic activities, ensure the autonomy of structural units, and create conditions for the university's long-term development based on the principles of responsibility, efficiency, and openness.

The system of key performance indicators (KPI) was developed to monitor the progress of implementation of the financial autonomy model, assess the results achieved, and timely adjust managerial decisions. The KPIs reflect the degree of implementation of the university's strategic goals and make it possible to comprehensively assess:

- the level of institutional readiness and the regulatory and legal support for financial autonomy processes;
- the effectiveness of financial planning and resource management;
- the degree of transparency and accountability of financial activities;
- investment and innovation activity;
- the development of human capacity and incentive mechanisms;
- the level of digitalization and automation of financial processes;
- the effectiveness of internal control, audit, and procedure improvement.

The KPI system serves as an instrument of internal monitoring and strategic management, ensuring a link between the university's goals, the performance results of its units, and staff incentive mechanisms. Regular assessment and analysis of the indicators make it possible to identify and manage risks in a timely manner and, on this basis, make informed decisions that contribute to strengthening financial sustainability and achieving the key priorities of Adam University's development strategy.

Система Менеджмента Качества

No.	Area	Indicator (KPI)	Unit of measurement	Target value	Frequency	Responsible units/persons
1.	Organizational stage	Share of approved local acts regulating financial autonomy	% of planned	$\geq 90\%$	annually	Working Group on FA, HR department
		Share of units that completed training on the FA model	% of staff	$\geq 50\%$	annually	HR department, Vice-Rector for Development and Innovation
2.	Financial planning and management	Share of income from extra-budgetary sources (educational, consulting, project services)	% of total income	$\geq 20\%$	annually	Financial Service
		Execution of the approved budget	% of plan fulfillment	$\geq 95\%$	quarterly	Financial Service
		Share of expenditures for development (infrastructure, research, digitalization)	% of total expenditures	$\geq 10\%$	annually	Financial Service
		Reduction of administrative and utility costs	% compared to the previous year	-5%	annually	Financial Service, Rectorate
3.	Transparency and accountability	Number of published public reports on financial performance	reports	≥ 1	annually	Press Service, Quality Department
		Level of employee satisfaction with the transparency of financial processes	% of respondents	$\geq 70\%$	annually	QA department
		Number of public hearings/open budget discussions	events	≥ 1	annually	Quality Council
4.	Investment and development	Number of attracted international grants and sponsorship funds	number of projects	≥ 2	annually	International department
		Share of funds invested in digital infrastructure and security	% of total investments	$\geq 20\%$	annually	IT department, Financial Service
		Number of new commercial areas (micro-courses, services, consulting)	areas	≥ 2	annually	Vice-Rector for Development and Innovation, departments

Система Менеджмента Качества

No.	Area	Indicator (KPI)	Unit of measurement	Target value	Frequency	Responsible units/persons
5.	Personnel policy and motivation	Share of employees with personal KPIs linked to the financial results of departments	% of staff	$\geq 50\%$	annually	HR department
		Level of satisfaction with the remuneration system	% of respondents	$\geq 70\%$	annually	QA department
		Staff turnover rate	% compared to the previous year	$\leq 5\%$	annually	HR department
6.	Information technologies and automation	Share of financial processes automated in the digital system	% of total number of processes	$\geq 70\%$	annually	IT department, Financial Service
		Availability of an approved information security policy	yes/no	yes	annually	IT department
7.	Monitoring and improvement	Conducting an internal audit of financial activities	fact	annually	annually	QA department
		Implementation of corrective measures based on audit results	% completed	$\geq 90\%$	annually	Vice-Rector for Development and Innovation, departments
		Updating the risk register and the plans for their mitigation		fact	annually	Working Group on FA