

Shymkent University
Protocol No. 1 from the meeting of the Council of the Ethics Commission

Participants:

1. Seitkulov N. A.-Rector, doctor of Pedagogical Sciences, Professor
2. Mambetova L. M.-head of the Department for Academic Affairs
3. Aitzhanov T. A.-head of the Anti-Corruption service
4. Rustemov M. M.-head of the Department "Physical Culture and sports"
5. Belgibaeva G. A.-head of the Department "Philology", master, senior lecturer
6. Abylkasym A. B.-head of the Department "business and management", candidate of Economic Sciences
7. Zharylkapova G. P.-head of the Department "Law and history"
8. Kobeeva Z. S.-head of the Department "Mathematics and informatics"
9. Ibrahim K. A.-head of the Department "pedagogy", senior lecturer
10. Tlegenova K. B.-head of the Department "Natural Sciences",
11. Patashova A. N.-Senior Teacher of the master of the Department "Natural Sciences"
12. Orazymbetova G. A. - Master's teacher of the Department of Natural Sciences
13. Sultanova Sh. zh. - senior teacher of the master of the Department "Natural Sciences"
14. Kenesova A. P.-senior teacher of the master of the Department "Natural Sciences"
15. Ashirbayeva S. B.-senior teacher of the master of the Department "Natural Sciences"
16. Sypabekov N. S.-senior teacher of the master of the Department "Natural Sciences"
17. Tyumenbayeva A. P. - master's teacher of the Department "Law and history"
18. Khavazmetova D. A. - Master's teacher of the Department "Law and history"
19. Kamalkhanov S. - master's teacher of the Department "Law and history"
20. Eszhanova G. S. - master's teacher of the Department "pedagogy"
21. Raimkulova A. B. - master's teacher of the Department "pedagogy"
22. Umirzakova A.-Master's student of the Department "pedagogy"
23. Akhynova U. S.-Department of Science, Secretary

The agenda:

1. Organization of explanatory work on ethical requirements and corporate culture among teachers and employees in preparation for the new academic year
2. updating and approving the composition of the Ethical Commission

Issues under consideration:

1. Akhynova U. S. made a speech, noting that in connection with the beginning of the new academic year, it is necessary to systematically conduct explanatory work among teachers and employees in order to comply with ethical standards, improve collective culture and academic ethics.

Measures proposed during the discussion:

- Conducting meetings to familiarize all departments with the requirements of the code of ethics
- Distributing memos to employees on corporate culture, academic integrity and professional ethics
- Warning about protecting the image of a university employee on social networks

2. There have been changes in the composition of the Ethics Commission. Due to the vacancy of three members, the following new members have been nominated:

- Ospanova Gulnara Karakhanovna – Vice-Rector for Social and Educational Affairs
- Korshabayeva Mayra Bestanovna – Head of the Department of Personnel Management
- Kalykulov Kuatbek Mukhtarbekovich – Head of the Department of “Business and Management”

The commission members supported this proposal and approved the new composition by voting.

Conclusion:

1. In September, explanatory work on ethical requirements and culture should be organized in all structural divisions
2. The proposal to introduce new members to the Commission should be approved
3. The work plan for the 2024–2025 academic year should be implemented with the new composition

Secretary:



Akhynova U.S.

Shymkent University
Protocol No. 2 from the meeting of the Council of the Ethics Commission

Participants:

1. Seitkulov N. A.-Rector, doctor of Pedagogical Sciences, Professor,
2. Ospanova G. K.-vice-rector for Social and educational affairs
3. Zhumagulova K. K.-head of the Personnel Management Department
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8. Kalykulov K. M.-head of the Department "Business and management", candidate of Economic Sciences
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10. Kobeeva Z. S.-head of the Department "Mathematics and informatics"
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21. Kamalkhanov S. - Master's teacher of the Department of "Law and History"
22. Eszhanova G.S. - Master's teacher of the Department of "Pedagogy"
23. Umirzakova A. - Master's student of the Department of "Pedagogy"
24. Akshatayeva Zh.B. - Secretary, Department of Science

The agenda:

Discussing the behavior and ethical limitations of university employees on personal social media

Issues under consideration:

1. There were changes in the composition of the Ethics Commission. Due to the vacancy of two members, the following new persons were proposed:

– Zhumagulova Kuralai Kadyrbayevna – Head of the Personnel Management Department

– Akshatayeva Zhanna Baibekovna – Department of Science

The members of the Commission supported this proposal and approved the new composition by voting.

2. Akshatayeva Zhanna Baibekovna raised the issue, stating that recently, public posts by some employees on social networks have negatively affected the image of the university. Several specific cases were cited:

In a video posted on the Instagram page of Kenesova A.P., a senior lecturer at the Department of Natural Sciences, it was revealed that an employee made an informal comment about official documents.

These incidents have sparked outrage among employees and led to negative comments on social media.

Discussion:

Some commission members argued that social media is a personal space and defended the right of university employees to privacy. For example:

Belgibayeva G.A.: “It is not right to punish an employee for every comment posted on a personal page. The main thing is to observe ethical norms during work.”

Ospanova G.K.: “However, an employee’s actions on social media are part of his professional reputation. If the name of the university is mentioned or the comment is about students, this is not considered a personal opinion.”

Decisions:

All employees should be warned about maintaining professional ethics and impartiality in social networks

Develop a manual "Ethical behavior in social networks" for employees (teachers, heads of departments)

Give an official warning to Kenesova A.P., a senior lecturer of the Department of "Natural Sciences" and demand the deletion of the post.

It is recommended that a lawyer be present at the next meeting to clarify the legal and ethical constraints on this topic.

Secretary:



Akshatayeva Zh.B.

Shymkent University
Protocol No. 3 from the meeting of the Council of the Ethics Commission

Participants:

1. Seitkulov N. A.-Rector, doctor of Pedagogical Sciences, Professor,
2. Ospanova G. K.-vice-rector for social and educational affairs
3. Zhumagulova K. K.-head of the Personnel Management Department
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10. Kobeeva Z. S.-head of the Department "Mathematics and informatics"
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13. Patashova A. N.-Senior Teacher of the master of the Department "Natural Sciences"
14. Orazymbetova G. A. - Master's teacher of the Department "Natural Sciences"
15. Sultanova Sh. Zh. - senior teacher of the master of the Department "Natural Sciences"
16. Akshatayeva Zh. B. - Department of Science, Secretary

The agenda:

Monitoring of ethical standards in the performance of official duties and maintaining academic integrity of teachers

Issues under consideration:

Akshataeva Zhanna Baibekovna introduced the agenda and touched upon the incident that occurred at the Department of Pedagogy last month. As it turned out during the investigation, one of the teachers assigned his control work to another employee, which is a violation of the principles of academic integrity.

The commission members noted that this situation undermines the university's reputation and the trust of students.

Comments:

Mambetova L.M.: "Academic integrity is one of the main principles of the university. In order to prevent such incidents, it is necessary to strengthen the control system."

Zhumagulova K.K.: "It is necessary to systematically monitor the quality of teachers' performance of their duties, and it is also important to increase responsibility."

Decisions:

Recommend the issue of disciplinary action against a teacher at the Department of Pedagogy to the university administration
Distribute special instructions on academic integrity and ethical norms to all teachers
Strengthen the monitoring system for academic discipline at the university level
Organize seminars to promote a culture of academic integrity among students

Secretary:



Akshatayeva Zh.B.

Shymkent University
Protocol No. 4 from the meeting of the Council of the Ethics Commission

Participants:

1. Seitkulov N. A.-Rector, doctor of Pedagogical Sciences, Professor,
2. Ospanova G. K.-vice-rector for social and educational affairs
3. Zhumagulova K. K.-head of the Personnel Management Department
4. Mambetova L. M.-head of the Department for Academic Affairs
5. Aitzhanov T. A.-head of the Anti-Corruption service
6. Rustemov M. M.-head of the Department "Physical Culture and sports"
7. Belgibaeva G. A.-head of the Department "Philology", master, senior lecturer
8. Kalykulov K. M.-head of the Department "business and management", candidate of Economic Sciences
9. Zharylkapova G. P. - head of the Department "Law and history"
10. Kобеeva Z. S.-head of the Department "Mathematics and informatics"
11. Ibrahim K.A. - Head of the Department of "Pedagogy", Senior Lecturer
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14. Tyumenbayeva A.P. - Master's Lecturer of the Department of "Law and History"
15. Khavazmetova D.A. - Master's Lecturer of the Department of "Law and History"
16. Kamalkhanov S. - Master's teacher of the Department of "Law and History"
17. Eszhanova G.S. - Master's teacher of the Department of "Pedagogy"
18. Umirzakova A. - Master's student of the Department of "Pedagogy"
19. Akshatayeva Zh.B. - Secretary, Department of Science

The agenda:

Improving the culture of business communication within the university community, increasing collective respect and common sense

Issues under consideration:

At the meeting, the secretary of the commission, Zh.B. Akshatayeva, spoke and noted the need to further strengthen business and ethical relations within the team and improve corporate culture.

The members of the commission fully supported this initiative, emphasizing the importance of creating a team environment of mutual respect, non-conflict, and cooperative cooperation.

There were no disagreements or objections during the discussion. All proposals were unanimously approved.

Decisions:

In January 2025, hold open meetings in all departments dedicated to a culture of collective ethics and common sense.

Secretary:



Akshatayeva Zh.B.

Shymkent University
Protocol No. 5 from the meeting of the Council of the Ethics Commission

Participants:

1. Seitkulov N. A.-Rector, doctor of Pedagogical Sciences, Professor
2. Ospanova G. K.-vice-rector for social and educational affairs
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7. Belgibaeva G. A.-head of the Department "Philology", master, senior lecturer
8. Kalykulov K. M.-head of the Department "Business and management", candidate of Economic Sciences
9. Zharylkapova G. P. - head of the Department "Law and history"
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11. Ibrahim K.A. - Head of the Department of "Pedagogy", Senior Lecturer
12. Tlegenova K.B. - Head of the Department of "Natural Sciences",
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16. Kenesova A.P. - Senior Master's Lecturer of the Department of "Natural Sciences"
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21. Kamalkhanov S. - Master's teacher of the Department of "Law and History"
22. Eszhanova G.S. - Master's teacher of the Department of "Pedagogy"
23. Umirzakova A. - Master's student of the Department of "Pedagogy"
24. Akshatayeva Zh.B. - Secretary, Department of Science

The agenda:

Report on the implementation of ethical standards by employees in the first half of 2024

Approval of preventive measures for the upcoming period

Discussion progress:

Akshataeva Zhanna Baibekovna made a review of the ethical situation based on the results of the half-year and summarized all the facts recorded from September to December 2024. The analysis showed that most of the University's employees adhered to the requirements of professional ethics.

General:

3 warnings were issued (violation of work order, rude response to a student, unbiased post on social media)

No systematic violations in the field of work order and academic integrity were identified

The members of the commission fully supported the results of the discussion and found preventive measures necessary. No discussions or disputes arose.

Decisions:

To recognize the level of compliance with ethical standards by employees as satisfactory

To approve the preventive measures plan for the second half of 2025:

To hold a seminar "Improving work ethics" for all employees in March

To introduce brief information on ethical culture at weekly meetings

To update visual materials (posters, memos) reminding of ethical standards

Department heads should be instructed to constantly pay attention to the moral and psychological situation in the team.

Secretary:



Akshatayeva Zh.B.

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15. Akshatayeva zh. B. - Department of Science, Secretary

The agenda:

1. Professional ethics and communication culture are important factors in maintaining the unity and reputation of the university staff.

Issues under consideration:

1. "Professional ethics in a higher education institution: legal and moral framework".

The members of the commission noted the importance of this topic and said that professional ethics should not be limited only to legal requirements, but should also be based on the internal culture and conscience of a person.

All participants fully supported this position and emphasized the importance of adhering to the norms of professional ethics enshrined in the university's internal documents. In particular, it was noted that the leadership team has a special role to play in setting an example.

2. "Professional Relations between Teachers and Students"

The participants unanimously supported the view that the relationship between teachers and students should be impartial, professional, and based on respect.

It was stated that during the relationship, actions such as unilateral dominance, informal intervention, or inappropriate interference in the student's personal life should not be allowed.

All participants noted that compliance with these standards directly affects the quality of the educational process and the reputation of the university.

3. "Standards of ethical behavior in the team"

It was stated that mutual respect, justice, peaceful dialogue and collective morality within the team are the basis of everyday work culture.

The members of the commission supported the need for ****unified standards of ethical behavior**** to be clear and understandable to all employees.

Maintaining a positive psychological climate and collective intelligence was considered an important factor in the development of the university.

The participants actively exchanged views on the topic. A number of specific proposals were made to maintain ethical norms and improve the culture of communication.

Decisions:

1. The results of the event were positively assessed, and the suggestions of the participants were taken into account
2. Each department should hold an internal meeting on ethical standards
3. The section "Consultations on business ethics" should be opened on the university's internal portal
4. The organization of meetings on ethics exchange between the academic and administrative staff should be included in the plan

Secretary:



Akshatayeva Zh.B.

Shymkent University
Protocol No. 7 from the meeting of the Council of the Ethics Commission

Participants:

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3. Zhumagulova K. K.-head of the Personnel Management Department
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6. Rustemov M. M.-head of the Department "Physical Culture and sports"
7. Belgibaeva G. A.-head of the Department "Philology", master, senior lecturer
8. Kalykulov K. M.-head of the Department "business and management", candidate of Economic Sciences
9. Zharylkapova G. P. - head of the Department "Law and history"
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21. Kamalkhanov S. - master's teacher of the Department "Law and history"
22. Eszhanova G. S. - master's teacher of the Department "pedagogy"
23. Umirzakova A.-Master's student of the Department "pedagogy"
24. Akshatayeva Zh. B. - Department of Science, Secretary

The agenda:

Discussion on the topic "Measures to prevent corruption and ways to develop a culture of prudence"

Akshatayeva Zhanna Baibekovna, speaking, noted that the fight against corruption is not only a legal, but also an ongoing work in the ethical and cultural direction. The prudence and fairness of the university staff, especially teachers, directly affect the reputation of the institution and the trust of students.

Issues under consideration:

1. Measures to prevent corruption

The members of the commission reported that no specific facts of corruption were registered in the current academic year.

All teachers were educated about academic integrity, fair assessment, and maintaining impartiality in the educational process.

It was noted that the university has a trust box, anonymous surveys, and open communication channels.

2. Ways to develop a culture of common sense

The members of the commission noted that common sense should be based not only on the law, but also on a sense of humanity, justice and internal responsibility.

The creation of conditions for transparency, accountability and fair decision-making within the university was positively assessed.

It was proposed to update the "Conscious Generation" corners and stands on the topic of common sense in the departments.

All proposals were unanimously supported without a vote.

Decisions:

1. Organize open lectures and discussion-style meetings on academic integrity and prudence in the spring semester of 2025

2. Open a section on the university website called "Culture of Prudence" and regularly update information

3. Assign all department heads to conduct explanatory work among teachers and students

4. Continue semi-annual monitoring by the Ethics Commission

Secretary:



Akshatayeva Zh.B.

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12. Tlegenova K.B. - Head of the Department of "Natural Sciences",
13. Patashova A.N. - Senior Lecturer of the Department of "Natural Sciences"
14. Orazymbetova G.A. - Master's Lecturer of the Department of "Natural Sciences"
15. Akshatayeva Zh.B. - Secretary of the Department of Science

The agenda:

Analysis of the state of observance of labor and service discipline by university employees.

Issues under consideration:

Assessment of the level of compliance with labor discipline, internal service regulations, and professional ethics by university employees for the first half of the 2024–2025 academic year.

Comments:

The members of the commission were familiarized with the indicators of compliance with labor discipline of employees based on the information provided by the administrative and personnel departments.

It was determined that the majority of employees fully complied with the working hours, internal regulations, and the procedure for performing official duties.

No cases of unexcused tardiness, absence without permission, or violation of official discipline were recorded.

It was noted that no warnings or disciplinary measures were taken for violation of labor discipline during this period.

The commission members assessed the team's responsible approach to discipline as a positive trend.

The department heads also supported the fact that employees were regularly monitored and provided with ethical explanations.

All comments were unanimously approved, there were no discussions or objections.

Conclusion:

1. The level of observance of labor and official discipline among university employees was recognized as more than satisfactory.

2. It was noted that the culture of service ethics and internal discipline is being systematically formed.

3. In order to maintain and further strengthen positive results in this direction in the future, it was recommended to continue preventive and motivational measures.

4. Heads of departments and departments were instructed to constantly remind the employees of the requirements of labor discipline, work order and internal regulations.

Secretary:



Akshatayeva Zh.B.

Shymkent University
Protocol No. 9 from the meeting of the Council of the Ethics Commission

Participants:

1. Seitkulov N. A.-Rector, doctor of Pedagogical Sciences, Professor
2. Ospanova G. K.-vice-rector for social and educational affairs
3. Zhumagulova K. K.-head of the Personnel Management Department
4. Mambetova L. M.-head of the Department for Academic Affairs
5. Aitzhanov T. A.-head of the Anti-Corruption service
6. Rustemov M. M.-head of the Department "Physical Culture and sports"
7. Belgibaeva G. A.-head of the Department "Philology", master, senior lecturer
8. Kalykulov K. M.-head of the Department "business and management", candidate of Economic Sciences
9. Zharylkapova G. P. - head of the Department "Law and history"
10. Kobeeva Z. S.-head of the Department "Mathematics and informatics"
11. Ibrahim K. A.-head of the Department "pedagogy", senior lecturer
12. Tlegenova K. B.-head of the Department "Natural Sciences",
13. Patashova A. N.-Senior Teacher of the master of the Department "Natural Sciences"
14. Orazymbetova G. A. - Master's teacher of the Department of Natural Sciences
15. Akshatayeva Zh. B. - Department of Science, Secretary

The agenda:

Assessment of the moral and psychological situation within the team and analysis of cases of violation of ethical norms.

Issues under consideration:

To conduct an analysis of the moral and psychological situation in the university community and the presence of evidence of violations of ethical norms among employees and teachers during the first half of the 2024–2025 academic year.

Comments:

The members of the commission listened to the information provided about the situation in the team and came to the following main conclusions:

The moral and psychological climate in the university community is generally positive and stable. Respect, professional responsibility, and openness prevail in relations between employees.

In the first half of the 2024–2025 academic year, no specific facts of violation of ethical norms were recorded.

No negative situations or disagreements arose within the team.

The heads of the department and departments are constantly conducting explanatory work on observing ethical norms.

All participants unanimously approved these opinions and did not express any debate or objections.

Conclusion:

1. The moral and psychological climate in the university staff was recognized as satisfactory and stable.

2. The fact that no cases of violations of ethical norms were recorded was assessed as a positive result.

3. In order to maintain a positive atmosphere in the team, explanatory and motivational measures should be continued.

4. The heads of departments were instructed to conduct regular information work on the observance of ethical discipline among employees.

Secretary:



Akshatayeva Zh.B.

Shymkent University
Protocol No. 10 from the meeting of the Council of the Ethics Commission

Participants:

1. Seitkulov N. A.-Rector, doctor of Pedagogical Sciences, Professor
2. Ospanova G. K.-vice-rector for social and educational affairs
3. Zhumagulova K. K.-head of the Personnel Management Department
4. Mambetova L. M.-head of the Department for Academic Affairs
5. Aitzhanov T. A.-head of the Anti-Corruption service
6. Rustemov M. M.-head of the Department "Physical Culture and sports"
7. Belgibaeva G. A.-head of the Department "Philology", master, senior lecturer
8. Kalykulov K. M.-head of the Department "business and management", candidate of Economic Sciences
9. Zharylkapova G. P. - head of the Department "Law and history"
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17. Ashirbaeva S. B.-senior teacher of the master of the Department "Natural Sciences"
18. Sytabekov N. S.-senior teacher of the master of the Department "Natural Sciences"
19. Tyumenbayeva A. P. - master's teacher of the Department "Law and history"
20. Khavazmetova D. A. - Master's teacher of the Department "Law and history"
21. Kamalkhanov S. - Master's teacher of the Department of "Law and History"
22. Eszhanova G.S. - Master's teacher of the Department of "Pedagogy"
23. Umirzakova A. - Master's student of the Department of "Pedagogy"
24. Akshataeva Zh.B. - Secretary, Department of Science

The agenda:

Final report on the work of the ethics commission for the 2024–2025 academic year and recommendations for the next academic year.

Issues under consideration:

Analysis of the results of the work of the Ethics Commission in the 2024–2025 academic year and the level of compliance with ethical standards in the university staff; consideration of proposals for the next academic year.

Comments:

The members of the commission jointly confirmed that during the work in the 2024–2025 academic year, compliance with ethical standards and strengthening of ethical discipline among employees and teachers were observed.

It was noted that no specific violations of professional ethics were recorded among the university staff during the work.

The Commission noted that several preventive measures were organized to increase ethical culture, and their effectiveness was positively assessed.

It was recommended to increase information and explanatory work in the coming academic year in order to widely promote ethical norms and increase ethical literacy among employees and students.

The heads of departments and members of the ethics committee should be tasked with regularly reporting on the work carried out throughout the academic year.

All opinions were unanimously supported, and there were no discussions or disagreements.

Conclusion:

1. The work of the Ethics Commission in the 2024–2025 academic year was recognized as satisfactory and effective.

2. A conclusion was made that ethical norms and official discipline were well observed in the university staff.

3. It was recommended to organize regular information and explanatory work in the next academic year to further develop ethical culture.

4. The members of the Commission and heads of departments were instructed to continue the system of regular monitoring and reporting.

Secretary:



Akshatayeva Zh.B.