**T.C.**

**GAZI UNIVERSITY**

 **SOCIAL WORK STUDIES APPLICATION AND RESEARCH CENTER**

**(SOHMER)**

**2021-2023 STRATEGIC PLAN**

**SEPTEMBER, 2022**

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# PRESENTATION

Our center was officially established on September 22, 2021 with the publication of our regulation in the official gazette numbered 31606 under the name of Gazi University Social Service Studies Application and Research Center (SOHMER) and was officially established by our rector on 4.10.2021 The Director of the Center was appointed and an advisory board was formed on 4.11.2021and then it started to operate after the board of directors was established on 8.11.2021. The Center has focused its activities on trainings, conferences and projects aimed at developing the field of social services. Bilateraltrilateral meetings were held with the members of the Advisory Board before the Director and the Vice Governor and ideas were exchanged about the activities of the center. On 5 December, 10 December, 15 December and 19 December regarding the projects within the scope of SOHMER's field of activity, the Center Director Assoc. Prof. Project reviews were carried out by Dr. Ömer Faruk CANTEKİN; On 23 December 2021, Deputy Director of the Center Lecturer. See. With the participation of İhsan ESEN, the necessary evaluations were made regarding the project application process and steps and the activity plan for the steps to be taken within the scope of the project was carried out. In this context, an application was made to the project named "Future Youth/Cultural Industries Support Program" of the Ministry of Culture and Tourism and an application was made to Tübitak 3005-New Licthian Solutions in Social Sciences and Humanities Research Projects Support Program.

On December 14, 2021 and December 30, 2021, the Deputy Director of the Center Lecturer. Arrangements have been made by İhsan ESEN about the titles and contents to be included in the Center's web page and social media accounts have been opened and activated.

On 25 December 2021, the Social Service Community and the Sustainable Development Community, which was carried out with a participatory approach in line with the objectives of the Center's formation, carried out with a social responsibility project titled "Pear Falls to the Bottom", which includes Theater, Conference and Scale Application. has been realized. In this context, the project was carried out with 100 participants who are the parents of the students who continue their education at the primary school level in cooperation with Ankara Kariyer College ; It was carried out with the aim of raising awareness by using direct and indirect narrative methods on the effects of negative parental attitudes manifested in children at primary school level in the family life cycle.

At the meeting held on December 28, 2021 under the chairmanship of Assoc. Prof. Dr. Ömer Faruk CANTEKİN, Director of the Center, the SOHMER Board of Directors took the decisions of the Board of Directors regarding the principles of establishment of the center. The advisory board and its memberswere collectively announced. Gazi University SOHMER uses its physical and economic resources effectively in accordance with the Public Financial Management and Control Law No. 5018 in order to achieve the objectives specified in the strategic plan of Gazi University, is transparent, accountable, does not depart from scientific and ethical values. has adopted a management approach. In this direction, SOHMER aims to have a central structure that will make the total quality and success it has achieved in the activities to be carried out continuous .

#  STRATEGIC PLAN AT A GLANCE

## Mission

 Our mission as Gazi University Social Work Studies Application and Research Center is; to identify the unmet needs related to social welfare at the level of individual, family, group, community, organization and society and to plan and realize training, research and applications that will contribute to the solution of social problems , social policy making to contribute to the processes with scientific data.

## Vision

 As Gazi University Social Work Studies Application and Research Center, our vision is; in line with the principles, standards, values and practices of social work, the needs of social work in the fields of education, research and application , the services currently provided to conduct scientific research in order to determine its competence and to develop new service policies, to contribute to the development of the social work profession and field.

## Aims and Objectives

**Table 1 *Strategic***  Objectives  ***and Objectives***

|  |  |
| --- | --- |
| **STRATEGIC OBJECTIVES** | **STRATEGIC OBJECTIVES** |
| *Strategic Objective-1: To* develop projects that will contribute to the field of social work. | *Objective-1:* Project writing training will be taken. |
| *Goal-2:* Benefit related to the field by following the relevant projects of public institutions and organizations projects that will provide will be consulted. |
| *Strategic Objective-2:* To improve the professional qualifications of undergraduate and graduate students who are actively studying. | *Goal-1:*  Regarding the steps to be taken in the process by providing consultancy services to undergraduate and graduate students of our university within our center. role. |
| *Strategic Objective-3: To*  contribute to society by increasing social responsibility awareness and service quality. | *Goal-1:*  Programs will be organized to raise awareness in this area. Counseling services will be provided to individuals in need of the society. |

#  KEY PERFORMANCE INDICATORS

**Table 2 *Key Performance Indicators Table***

|  |  |  |
| --- | --- | --- |
|  **KEY PERFORMANCE INDICATORS** |  **STARTING VALUE (2021)** | **TARGET VALUE** AT THE END **OF THE** PLAN PERIOD**(2023)** |
|  Number of consulting services | 66(Due to confidentiality, evidence files cannot be shared, but the files are stored in our center.)  archive.) | 20 |
|  Number of certificates issued | Community members,SOHMER members, other participants | 20 |
|  To social work students number of events | Community members,SOHMER members, other participants | 30 |
| The institution run by the university number of participants in internal research | Community members,SOHMER members, other participants | 2 |
|  To the projects of national or internationalexternal institutions number of applications | Community members, SOHMER members, other participants  | 3 |
| Number of scientific reports given | Community members,SOHMER members, other participants | 2 |
| Total number of activities | Community members,SOHMER members, other participants | 77 |

# STRATEGIC PLAN PREPARATION PROCESS

Within the scope of the preparation of the 2019-2023 Strategic Plan of our University , "Gazi University Strategy Development Board" was established in the meeting of our Senate dated 20.07.2017 and the strategic plan sub-working groups and the strategic plan work flow process (time plan) were created by this Board. The preparations for the strategic plan were announced to all units with the Circular dated 10.08.2017 and numbered 2017/1, and the preparation program was published in the Circular dated 19.09.2017 and numbered 2017/ 2 and its annex. The 2019-2023 Period Strategic Plan of our University was accepted with the approval of the Rector's Office dated July 22, 2019 and numbered 91011 and shared with the public at www.gazi.edu.tr. In the following period, all University units will make their own strategic plans in accordance with the objectives, targets and performance indicators determined in the strategic plan, taking into account the criteria set out in the "Strategic Planning Guide for Universities" in accordance with Article 9 of the Public Financial Management and Control Law No . 5018 and Gazi University 2019- It was requested to prepare the 2023 Strategic Plan with the aim of achieving the objectives, targets and performance indicators.

Since our center is in the establishment stage, the data and related information obtained from the regular meetings with internal and external stakeholders have been prepared by theinstructors who have questions in the preparation process. The studies carried out in this context;

* + Legislation analysis, analysis of top policy documents, determination of fields of activity and products and services were carried out. Institutional culture analysis, stakeholder analysis, internal analysis, academic activities analysis , higher education sector analysis and SWOT analysis conducted by the Quality Commission of our University and including our Center and the review of the plan inclusion,
	+ Determining the mission, vision and basic values of our center, location preference, success region preference, value presentation preference and basic competence preferencesby considering them together with our possible stakeholders ,
	+ Costing by determining the aims and objectives of our center, the methods of achieving them, performance targets and performance indicators, activities and projects

/ budgeting studies.

# SITUATION ANALYSIS

## Corporate History

Our center was officially established with the name of Gazi University Social Service StudiesApplication and Research Center (SOHMER) with the publication of our regulation in the official gazette numbered 31606 on September 22, 2021 and the Director of the Center was appointed by our rector on 4.10.2021 and an advisory board was established on 4.11.2021 Then, on 8.11.2021, the board of directors was established. on 14 December 2021 and 30 December 2021 Deputy Director of the Center Lecturer. See. Arrangements have been made by İhsan ESEN about the titles and contents to be included in the Center's web page and social media accounts have been opened and activated . Our center has focused its activities on research, training, conferences and projects aimed at contributing to the field of social work. These studies are carried out under the roof of the Faculty of Health Sciences located in Gazi University Labor Campus as of 2021. In accordance with the purpose specified in Article 4 of the Higher Education Law No. 2547, SOHMER aims to plan projects in cooperation and coordination in line with the needs of public institutions and organizations, private organizations, non-governmental organizations, to conduct scientific studies and researches, It continues to operate towards the objectives of contributing to the literature and universal developments by spreading scientific data and supporting development and development .

## Regulatory Analysis

Gazi University Social Work Studies and Application and Research Center (SOHMER) aims to identify unmet needs related to social welfare at the level of individual, family, group, community, organization and society and to contribute to the solution of social problems, to plan and carry out research and applications, to contribute to social policy making processes with scientific data, to operate by being published in the official gazette dated 22.09.2021 and numbered 31606. Started.

##  Determination of Fields of Activity and Products and Services

The products and services that our center aims to offer within the scope of its fields of activity and fields of activity are given in the table below.

**Table 3 *Field of Activity-Product/Service List***

|  |  |
| --- | --- |
| **FIELD OF ACTIVITY** | **PRODUCTS/ SERVICES** |
| **Education** | National training programs |
| National and International Exchange Programs(Depending on project acceptance)  |
| **Research and Development** | Scientific Research Projects |
| Scientific Events (Conference, seminar,webinar) |
| Consultancy Services |
| **Social Contribution** | Consultancy Services |
| Conferences, Symposiums, Seminars, etc. Events |
| Social Activities |
| Cultural and Artistic Activities (Excursion Programs etc.) |

##  Stakeholder Analysis

In our unit, the maturity level of internal and external stakeholders in quality assurance, education and training, research and development, management and participation in internationalization processes was evaluated as 3. The internal stakeholders of our center are academic staff, administrative staff and other academic units. Our activities are carried out in coordination with our internal stakeholders. The external stakeholders of our center are our Project stakeholders.

There are no mechanisms to ensure stakeholder participation in the institution's internal quality assurance system .

##  Internal Analytics

## Organization Chart

The organizational structure of our institution is given below :

**Figure 1 *Organization Chart***

**CENTER MANAGER**

Assoc. Prof. Dr. Ömer Faruk CANTEKİN

**DEPUTY DIRECTOR OF THE** CENTER

Lecturer. See. Ihsan ESEN

**CENTRAL BOARD OF DIRECTORS**

Assoc. Prof. Dr. Ömer Faruk CANTEKİN Lecturer See. Ihsan ESEN

Prof. Mustafa Necmi İLHAN, MD

Prof. Fatma ARPACI, MD

Prof. Dr. Zehra GÖÇ BAYKARA

* + 1. **Human Resources Competency Analysis Table** **4 *Academic Staff***

|  |
| --- |
| **AKADEMİK PERSONNEL** |
|  |  **Occupancy Rate of Positions****According to** | **To the Employment Style of the Cadres****According to** |
| **Full** | **Empty** | **Sum** | **Full Time** | **Part Time** |
| **Professor** | 3 |  | 3 |  | 3 |
| **Professor** | 1 |  | 1 |  | 1 |
| **Asst. Prof. Dr.**  **Member** | - |  |  | - |  |
|  **Instructor** | 1 |  | 1 |  | 1 |
| **Research Assistant** | - |  |  | - |  |
| ***Sum*** | 5 |  |  | - | 5 |

## Corporate Culture Analysis

SOHMER was established on 22.09.2021. All decisions within our Directorate are taken by the board of directors.

## Physical Resource Analysis

Currently, the room allocated to our center director Assoc. Prof. Dr. Ömer Faruk CANTEKİN in the Faculty of Health Sciences is also used in the execution of the center's activities.

## Technology and Information Infrastructure Analysis

Currently, the desktop computer allocated to our center director Assoc. Prof. Dr. Ömer Faruk CANTEKİN at the Faculty of Health Sciences and the printed resources in person are also used in the execution of the center's activities.

## Financial Resource Analysis

The center has no working capital income. Expenditures due to research are made within the scope of research projects and are realized with the approval of the Board of Directors of the Center.

## Academic Activities Analysis

Not yet available. It will be carried out depending on the acceptance of the projects that have been applied for and will be made.

## Higher Education Sector Analysis

Not yet available .

* 1. **Strengths and Weaknesses Analysis** **Table 5 *Strengths and Weaknesses***

|  |  |
| --- | --- |
|  **STRENGTHS** |  **WEAKNESSES** |
| * To be the first center established in its field
 | * Lack of physical facilities ,
 |
| * To have a disciplined and developed communication skills, expert in the field, young academic staff
 | * Duration of corporate relations
 |
| * Access to academic staff who are experts in their fields
 | * Limited financial resources
 |
| * Our headquarters are in Ankara
 | * Lack of academic staff
 |
| * To have a leading role in social responsibility projects
 |  |
| * Our center has long-term and fruitful relations with public institutions
 |  |

#  A LOOK AT THE FUTURE

## Mission

As Gazi University Social Work Studies Application and Research Center, our mission is to identify unmet needs related to social welfare at the level of individual, family, group, community, organization and society and to contribute to the solution of social problems, to plan and carry out research and applications, to contribute to social policy making processes with scientific data.

## Vision

Our vision as Gazi University Social Work Studies Application and Research Center is; scientific researches in order to determine the needs of social work in the fields of education, research and application in line with social service principles, standards, values and practices, the adequacy of the services currently provided and to develop new service policies to contribute to the development of the social work profession and its field.

## Values and Philosophy

* + - **Scientificity**

 The work within SOHMER adopts an evidence-based research, analysis and intervention approach.

## Toplumsallık

SOHMER considers it a necessity to carry out participatory work at all levels from grassroots to representation, from individual to public institutions in every segment of society and in every field of life as a necessity for achieving permanent success .

##  Non-Discrimination

SOHMER does not discriminate between nationality, race, religious belief, class or political opinion in its services. The center focuses on meeting and strengthening the needs of individuals, groups and communities with the most effective measures in service delivery in proportion to its capacity.

## Responsibility

SOHMER ensures that its activities and services comply with the basic principles of the movement of which it is a member, national and international relevant legislation, internal regulations, social and ethical values.

##  Commitment to History and Culture

SOHMER adopts a sensitive approach to the historical, cultural and national values of our country.

## Justice and Equality

SOHMER management; adopts equal treatment towards third parties in all its activities and to approach them without prejudice.

## Transparency

SOHMER explains sufficient, accurate and comparable information on financial, in-kind and economic issues related to the institution in a timely, concrete and understandable manner.

# STRATEGY DEVELOPMENT

**6.1.Target Cards** **Table 6 *Target Card 1.1***

|  |
| --- |
| **TARGET CARD- 1** |
| **Purpose (1)** | * Developing projects that will contribute to the field of social work
 |
| **Goal (1)** | * Receiving project writing training
 |
| **Responsible Unit** | * Gazi University Social Work

Studies Application and Research Center (SOHMER) |
|  **Unit(s) to cooperate with** | * Gazi University
* Social Work Community
* Department of Social Work
* Academic Units
 |
| **Performance Indicators** | * Number of events performed together
* Number of projects realized together
 |
| **Risks** | * Reduction of the budget allocated to university and outsourced project supports
* Limited number of staff due to the lack of qualified research staff and postdoctoral researchers
* Decrease in the number of master's and doctoral students
* Due to the fact that it is the establishment stage

communication, cooperation, protocol processes take time |

|  |  |
| --- | --- |
| **Strategies** | * Public promotion activities
* Distribution of tasks of the determined activities among the students
* Realization of events
 |
| **Determinations** | * Qualified academic staffcompetence will be available within our center
* Being a young, dynamic team
* Having an innovative approach
 |
| **Needs** | * Organizing meetings to encourage collaboration and support our center researchers to communicate with other researchers
* Ensuring the participation of our researchers in the introductory meetings and workshops of the institutions providing project support
 |

**Table 7 *Destination Card 1.2***

|  |
| --- |
| **TARGET CARD- 2** |
| **Purpose (1)** | * Developing projects that will contribute to the field of social work
 |
| **Goal (2)** | * Following the relevant projects of public institutions and organizations and related to the field

 applying for projects that will benefit |
| **Responsible Unit** | * Gazi University Social Work

Studies Application and Research Center (SOHMER) |
|  **Unit(s) to cooperate with** | * Gazi University
* Social Work Community
* Research and Development Institution Coordinatorship
* Academic Units
 |
| **Performance Indicators** | * Number of protocols signed
* Number of agreements signed
* Number of events performed together
* Number of projects realized together
 |
| **Risks** | * Reduction of the budget allocated to university and outsourced project supports
* Qualified research staff and staff due to the lack of staff employment in the number of postdoctoral researchers

 limited number |
| **Strategies** | * Public promotion activities
 |

|  |  |
| --- | --- |
|  | * Distribution of tasks of the determined activities among the students
* Realization of events
 |
| **Determinations** | * Qualified researchers working in our center will be assigned instead of staff allocation
 |
| **Needs** | * Staff allocation
* Providing support to the development of a communication strategy with stakeholders
* Organizing meetings to encourage collaboration and support our center researchers to communicate with other researchers
* Ensuring the participation of our researchers in the introductory meetings and workshops of the institutions providing project support
* Bringing students together
* Planning social activities
* Financial support
 |

**Table 8 *Destination Card 1.3***

|  |
| --- |
| **TARGET CARD- 3** |
| **Purpose (2)** | * Actively studying bachelor's degree and

 to develop the professional qualifications of graduate students |
| **Goal (1)** | * Providing consultancy services to undergraduate and graduate students of our university within our center and giving a role to the steps to be taken in the process and organizing in-service trainings in parallel
 |
| **Responsible Unit** | * Gazi University Social Work

Studies Application and Research Center (SOHMER) |
|  **Unit(s) to cooperate with** | * Gazi University
* Social Work Community
* Research and Development Institution Coordinatorship
* Academic Units
* Department of Social Work
 |
| **Performance Indicators** | * Carrying out in-department activities
 |
| **Risks** | * Not planning enough events
* Failure to adequately support each student's social andeducational goals
 |
| **Strategies** | * Allowing students to participate in social activities
* Conference to be held during the year and

 planning of seminars |
| **Determinations** | * Being a young, dynamic team
 |

|  |  |
| --- | --- |
|  | * SOHMER encourages more students to participate in social activities, showing that their participation in existing social activities is valued,

 to be appreciated by |
| **Needs** | * Bringing students together
* Planning social activities
* Financial support
 |

**Table 9 *Target Card 1.4***

|  |
| --- |
| **TARGET CARD- 4** |
| **Purpose (2)** | * Actively studying bachelor's degree and

 development of professional qualifications of graduate students |
| **Goal (2)** | * Planning and conducting certificates, courses and similar training programs in the fields of social work
 |
| **Responsible Unit** | * Gazi University Social Work

Studies Application and Research Center (SOHMER) |
|  **Unit(s) to cooperate with** | * Social Work Community
* Gazi University
* Academic Units
* Department of Social Work
 |
| **Performance Indicators** | * Carrying out in-department activities
* Number of protocols signed
* Number of agreements signed
* Number of events performed together
* Number of projects realized together
 |
| **Risks** | * Failure to adequately support each student's social andeducational goals
* Reduction of the budget allocated to university and outsourced project supports
* Not planning enough events
 |

|  |  |
| --- | --- |
|  | * Qualified research staff and staff due to the lack of staff employment in the number of postdoctoral researchers

 limited number |
| **Strategies** | * Distribution of duties of the determined activities among the students
* Realization of activities
 |
| **Determinations** | * Reputation in the field
* Being a young, dynamic team
* SOHMER encourages more students to participate in social activities , shows that their participation in existing social activities is valued, and their achievements are also appreciated by the department.

To |
| **Needs** | * Financial support
* Planning social activities
 |

**Table 10 *Target Card 1.***  ***5th***

|  |
| --- |
| **TARGET CARD- 5** |
| **Purpose (3)** | * National and international norms

Strengthening the institutionalization of thecenter within the framework of |
| **Goal (1)** | * Increasing the number of activities that will strengthen the sense of belonging of graduate and active students
 |
| **Responsible Unit** | * Gazi University Social Work

Studies Application and Research Center (SOHMER) |
|  **Unit(s) to** cooperate with | * Department of Social Work
* Social Work Community
* Academic Units
* Gazi University
 |
| **Performance Indicators** | * Carrying out in-department activities
* Number of protocols signed
* Number of agreements signed
* Number of events performed together
* Number of projects realized together
 |
| **Risks** | * Failure to adequately support each student's social andeducational goals
* Reduction of the budget allocated to university and outsourced project supports
 |

|  |  |
| --- | --- |
|  | * Not planning enough events
* Decrease in the number of master's and doctoral students
* Since it is the establishment stage, communication, cooperation, protocol processes take time
 |
| **Strategies** | * Distribution of duties among students of the determined activities
* Realization of activities
 |
| **Determinations** | * Reputation in the field
* Being a young, dynamic team
* SOHMER encourages more students to participate in social activities , shows that their participation in existing social activities is valued, and their achievements are also appreciated by the department.

To |
| **Needs** | * Financial resource support
* Financial support
* Public promotion activities
 |

**Table 11 *Target Card 1.***  ***6th***

|  |
| --- |
| **TARGET CARD- 6** |
| **Purpose (3)** | * National and international norms

Strengthening the institutionalization of thecenter within the framework of |
| **Goal (2)** | * Planning and conducting conferences, panels, workshops, seminars and similar scientific activities on topics related to the field of study
 |
| **Responsible Unit** | * Gazi University Social Work

Studies Application and Research Center (SOHMER) |
|  **Unit(s) to** cooperate with | * Gazi University
* Academic Units
* Social Work Community
* Department of Social Work
 |
| **Performance Indicators** | * Number of protocols signed
* Number of agreements signed
* Number of events performed together
* Number of projects realized together
 |
| **Risks** | * Failure to ensure sufficient volunteer participation, insufficient motivation
 |
| **Strategies** | * Community and unit problems coming together to plan
* Obtaining the support of student affairs for the purpose of financial resources
 |

|  |  |
| --- | --- |
|  | * Realization of activities
* Allowing students to participate in social activities
* Planning of panels, congresses, conferences and seminars to be held during the year
 |
| **Determinations** | * Students with different perspectives spend time together and thus have a positive attitude towards differences

Exhibit |
| **Needs** | * Organize meetings
* Bringing students together
* Planning social activities
* Financial resource support
* Financial support
 |

**Table 12 *Target Card 1.***  ***7th***

|  |
| --- |
| **TARGET CARD- 7** |
| **Purpose (4)** | * Qualified and high value-added research and development that will strengthen the vision of the Research Center

 carrying out the work |
| **Goal (1)** | * Increasing the participation of undergraduate and graduate students together with academic staff for research studies in the field of social work
 |
| **Responsible Unit** | * Gazi University Social Work

Studies Application and Research Center (SOHMER) |
|  **Unit(s) to cooperate with** | * Academic Units
* Gazi University
* Social Work Community
* Department of Social Work
 |
| **Performance Indicators** | * Number of events performed together
* Number of projects realized together
* Carrying out in-department activities
 |
| **Risks** | * Insufficient volunteer participation
* Failure to provide sufficient motivation
* Failure to adequately support each student's social andeducational goals
* University and outsourced project
 |

|  |  |
| --- | --- |
|  |  reduction of the budget allocated to their support* Not planning enough events
 |
| **Strategies** | * Community and unit officers coming together to plan
* Obtaining the support of student affairs for the purpose of financial resources
* Realization of activities
* Allowing students to participate in social activities
* Planning of conferences and seminars to be held during the year
 |
| **Determinations** | * Students with different perspectives spend time together and thus have a positive attitude towards differences

Exhibit |
| **Needs** | * Staff allocation
* Organizing meetings to encourage collaboration and support our center researchers to communicate with other researchers
* To the introductory meetings of the institutions that provide project support of our researchers and

 ensuring their participation in workshops |

**Table 13 *Target Card 1.***  ***8th***

|  |
| --- |
| **TARGET CARD- 8** |
| **Purpose (4)** | * Qualified and high value-added research and development that will strengthen the vision of the Research Center

 carrying out the work |
| **Goal (2)** | * The needs of social work in the fields of education, research and application, in order to determine the adequacy of the services currently provided and to develop new service policies,

 conducting research |
| **Responsible Unit** | * Gazi University Social Work Studies Application and Research Center (SOHMER)
 |
|  **Unit(s) to cooperate with** | * Gazi University
* Department of Social Work
* Social Work Community
* Academic Units
 |
| **Performance Indicators** | * Number of protocols signed
* Number of agreements signed
* Number of events performed together
* Number of projects realized together
 |
| **Risks** | * Reduction of the budget allocated to university and outsourced project supports
* Staff of qualified research staff and number of postdoctoral researchers
 |

|  |  |
| --- | --- |
|  |  limited staff due to lack of employment* Decrease in the number of master's and doctoral students
* Since it is the establishment stage, communication, cooperation, protocol processes take time
 |
| **Strategies** | * Community and unit officers coming together to plan
* Obtaining the support of student affairs for the purpose of financial resources
* Realization of activities
* Allowing students to participate in social activities
* Planning of panels, congresses, conferences and seminars to be held during the year
 |
| **Determinations** | * The fact that there will be many qualified researchers from different disciplines within our center
* Qualified researchers working in our center will be assigned instead of staff allocation.

Be |
| **Needs** | * Staff allocation
* Providing support to the development of a stakeholder communication strategy
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# MONITORING AND EVALUATION

 Systematic follow-up of the implementation of the Strategic Plan and continuous improvement of corporate activities will be carried out through an effective and objective monitoring and evaluation process. Monitoring activities aim to monitor access to the objectives within the scope of the strategic plan at pre-determined intervals through defined performance indicators, to report as of the specified periods and to ensure that the managers evaluation. Evaluation is the activities of objectively analyzing the relevance, sustainability and effectiveness of performance indicators in achieving the objectives and objectives contained in the strategic plan. Thanks to its association with objective and measurable indicators, it is ensured that managers are supported with information to achieve the goals and objectives of the strategic plan and take decisions for remedial measures when necessary.

For this purpose, the strategic plan of our Center will be monitored by the Central Board ofDirectors on a cumulative basis on a unitary basis on a quarterly basis every year and will be recorded through the reports prepared and submitted to the Strategy Development Board. Taking into account the level of performance reached in the first six months of each year, an analysis will be made and evaluated whether the targeted value can be reached by the end of the year in which the monitoring is made. In this way, the basic measures to achieve the targeted values will be determined and preventive action plans will be prepared and the necessary measures will be taken to achieve the success of the pla.

An evaluation report will be prepared by taking into account the level of performance reached at the end of the year in which the monitoring is made. The monitoring and evaluation report prepared for the relevant period will be discussed in the meeting held with the managers and the measures to be taken to achieve the goals and objectives in the remaining period of the strategic plan will be determined. The monitoring and evaluation reports prepared objectively every year will contain cumulative values of the strategic plan target and per-formance indicators and will be used for the strategic plan activity report. will serve as an important basis.