

## **FIVE. SUPPORTING THE SUSTAINABLE DEVELOPMENT OF LECTURERS AND DEVELOPING ORGANIZATION CULTURE WITH INTEGRATED POLICY AT ALL LEVELS OF MANAGEMENT**

### **5.1. Organizing experience exchange meetings with faculties of MNUE, NUM, and MUST**

- As part of the "Mongolian History, Culture and Customs" course taught to students of non-professional classes of universities, MNUMS, MNUE, and UIA participated in the event by organizing a student exchange course domestically. The purpose of this course was to promote cultural exchange between the students of the university participating in the course, to exchange teaching experience, and to support the cooperation of lecturers and students. 2018
- In cooperation with the lecturers of NUM, we co-advise student's bachelor's thesis every year and jointly implement the research work.
- Within the framework of the commissioned project funded by Science and Tech Fund of Mongolia, we are working together with the lecturers of NUM as a research team.
- Our lecturers participated in "Social science research training" summer school organized jointly by NUM and Oxford University. 2022
- B. Nandintsetseg, a lecturer of the Department of Sociology and Social Work of NUM, was invited to take part in the practice and seminar on the topic of social work with a development approach as part of the social development course. 2022
- The faculties of the Dept of Nutrition, the SPH participated in the conference on "Opportunities and Experiences for Developing Business Models of Food Production" organized by the Business School of NUM. 2022
- Within the framework of the "Food Toxicology" course, Dr. S. Otgonpurev, a food chemist of the MULS was invited to lead a training for the 4th year students of the Health Dietician on the topic "Food contamination plant poisons and natural poisons". 2022
- Dr. D. Delgermurun of the MULS was invited lead a training for the 4th year students on the topic "Pharmaceutical residues in food". 2022
- B. Bilegt, D. Nyam-Osor, together with other lecturers of MNUMS, participated in the annual university consortium chess and volleyball tournament, against the lecturers of NUM, MULS, MUST, MNUAC, UIA universities.

### **5.2. The department and professor team will work to create expenses to support the development of the community and reflect them in the plan**

In order to create a source of funding, lecturers of the department organize part-time courses, and the possibility of increasing income has been opened through the PH institute. In addition, within the framework of the goal of "Improving the efficiency of budget, finance and investment" of the SPH, we prepare budgets for projects and laboratory activities. It includes:

1. In 2018, a total of 178,800,073₮ from non-core activities;
2. 43,449,020₮ in 2019;
3. 100,212,806₮ in 2020;
4. 124,000,000₮ in 2021;
5. 84,000,000₮ in 2022.

### **5.3. Create and furnish leisure rooms for lecturers**

In accordance with the development policy of MNUMS, which is to become a leading national research university with a research environment that meets international standards, and according to section 5.3 of the faculty development sub-program of the SPH, the classrooms and offices are being improved step by step to ensure the comfort of lecturers. The goal is to create and decorate a room for faculties to relax in their free time.

### **5.4. Organizing activities aimed at supporting lecturers' social security**

In accordance with Article 3.5.8 of the Faculty Development Program to organize activities aimed at supporting the social security of faculties, and in accordance with Article 5.4 of the SPH, faculties become members of the trade union of MNUMS. Also, in the field of social security, in cooperation with external organizations, training is organized for faculties on how to protect and register intellectual property and how to properly manage their finances.

### **5.5. Subjecting lecturers to periodic health check-ups every 2 years (Order No. 340 of 2014 of the Minister of Health, the Minister of Labor and Social protection)**

In 5.5 of the Faculty Development Sub-Program of the SPH, a goal was put forward for lecturers to undergo periodic health examinations every 2 years, and in April 2023, all lecturers of the SPH were included in the plan to undergo medical examinations and registered at the Mongolia- Japan Hospital of MNUMS.

### **5.6. To increase the prize fund for the best lecturer and department based on the results of the year's work**

In accordance with the "Procedure for selecting the best staff and colleagues of the year" of MNUMS, the best lecturer and department of the year is selected once a year. A meeting of all the lecturers and staff of the SPH is organized in November, and the school dean D. Davaalkham and the heads of 6 departments present their annual work reports. In 2015, the amount of money awarded to the best was 640,000 MNT, and it was gradually increased every year to 2,000,000 MNT in 2022.