TORAIGHYROV UNIVERSITY

Academic Staff Survey 2026: Results

Ethics Commissioner · Toraighyrov University

2026

About the survey

The anonymous academic staff survey is conducted to hear what colleagues think about the ethical climate, interaction with management and academic integrity practices – and to strengthen the relevant areas of work in a timely manner where needed.

The five thematic blocks of the survey:

1. Climate and ethics in departments
2. Management and interaction with leadership
3. Conflict of interest
4. Academic integrity
5. Transparency of and trust in internal processes

SURVEY PARTICIPATION

593 of 607

academic staff members took part in the survey

97.7%

of the academic staff headcount – high coverage that makes the results representative of the university as a whole

Period: 16 April – 16 May 2026

Key results

89.7%

positively assess the climate and mutual respect in departments

76%

view the onboarding of new staff positively

66%

are well informed about compliance channels and ready to use them

Basic social stability at the university remains intact – a good foundation for further development.

Areas for improvement identified by staff

- Need for clearer and more consistent feedback from department heads on workload and recognition of contribution
- Call for more transparent procedures for assessing students and for protecting teachers from informal pressure
- Wish for greater openness in procurement and reward processes
- Importance of guarantees of anonymity and protection for those who report problems

What the university is already doing

Technical process audit

Periodic analysis of logs of changes to grade sheets and of acceptance of publications, for additional control over the correctness of procedures.

During exam sessions · Department of Digital Development and AI, Compliance Service

Review of access rights

Audit and refinement of portal access rights at the level of dean’s offices, departments and the Registrar’s Office.

September 2026 · Management Board, Department of Digital Development and AI

Procurement hotline

An option to report a poor-quality procurement outcome anonymously to the Internal Audit Service; review within 30 days.

From 1 October 2026 · Internal Audit Service

“No-blame review”

Quarterly meetings in departments for a calm review of work situations with no minutes and no search for blame – the focus is on analysis.

Twice a semester · Deans, heads of departments

What the university is already doing

Pulse survey twice a year

A short three-question survey on willingness to report problems and on whether contributions feel recognized; results are published by department, without names.

Dec–Jan and May–June 2027 · Ethics Commissioner, Compliance Service

Training for managers

A mandatory module for vice-rectors, deans and heads of departments on responding constructively to feedback and criticism.

Winter School 2027 · Department of Personal Development and Education

Awareness webinar series

“Your Rights at ToU”, “Academic Integrity”, “Code of Corporate Ethics” – for academic staff and students, explaining how to make a report.

Throughout 2027 · Compliance Service, Department of Academic Affairs

Annual report

Publication of aggregated results of the review of reports, so that staff can see that feedback leads to real change.

Annually, first in December 2026 · Compliance Service

Trust and feedback

66%

of academic staff (406 people)

are well informed about compliance channels and ready to use them

To help this figure grow, additional awareness-raising activities and regular publication of aggregated results of the review of reports are planned for 2027.

How to report a problem

Any employee may contact the Compliance Service anonymously on the issues raised in this survey – whether objectivity of assessment, interaction with management, transparency of procurement or any other topic.

> **Reports are handled confidentially. The fact of making a report may not be used as grounds for putting pressure on the person who made it.**

Next survey cycle

The 2027 results will show how the key indicators are changing, taking into account the measures presented on the previous slides.

Thank you to everyone who took part in the survey!

Your views help the university become a more transparent, fair and comfortable place to work.

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