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Razia Isaeva (PhD)

EDUCATION AND QUALIFICATIONS

January/2022-2024
University of Lapland
Rovaniemi, Finland

Faculty of Education
PhD Researcher

06/2018-09/2018
Tallinn University
Tallinn, Estonia

Exchange/Researcher
The School of Educational Sciences
Conducted research and completed an article

09/2017-03/2018
Middlesex University.
London, UK

ERASMUS+ Exchange Programme
Conducted a Literature Review on Student Engagement

01/2017- 12/2021
Khazar University
Baku, Azerbaijan

The School of Education
PhD Student/Education Management

02/2012 - 02/2014
Khazar University,
Baku, Azerbaijan

Master's Certificate in Project Management
School of Business licensed by
The George Washington University, USA

09/1999 – 2002
Khazar University
Baku, Azerbaijan

The School of Economics and Management
General Management
Master of Business Administration/Management
Received Diploma

09/1995 – 07/1999
Khazar University
Baku, Azerbaijan

The School of Economics and Management
Bachelor of Business Administration Degree in International Economic Relations
Received Honor Diploma

TEACHING EXPERIENCE

2003-current
Khazar University
Baku, Azerbaijan

Instructor of the School of Economics and Management
Courses: Human Resource Management, Organizational Behavior, Principles of Management, Business and Professional Communications
Target Group: Graduate students
Language: English

RESEARCH OUTPUT

Isaeva, R., Uusiautti, S., & Ratinen, I. (2024). Student Engagement Variations across Institutions and Disciplines: Findings from Azerbaijan. *International Journal of Educational Psychology*, 1–26. <https://doi.org/10.17583/ijep.13735>

Isaeva, R., Ratinen, I., & Uusiautti, S. (2023). Understanding student success in higher education in Azerbaijan: the role of student engagement. *Studies in Higher Education*, 48(12), 1918–1936. <https://doi.org/10.1080/03075079.2023.2217208>

Isaeva, R., & Aliyev, R. (2023). Excellence in teaching at Azerbaijani universities: a conceptualisation. *Quality in Higher Education*, 29(1), 60–76. <https://doi.org/10.1080/13538322.2022.2100613>

Isaeva, R., Gurbanova, V. & Baghirov, P. (2021). National Impact Study on Capacity Building in Higher Education Action Projects in Azerbaijan Funded by the EU Erasmus+ programme implemented in the period of 2015-2020 <http://dspace.khazar.org/bitstream/20.500.12323/5240/1/>

Isaeva, R., Eisenschmidt, E., Vanari, K., & Kumpas-Lenk, K. (2020). Students' views on dialogue: improving student engagement in the quality assurance process. *Quality in Higher Education*, 26(1), 80–97. <https://doi.org/10.1080/13538322.2020.1729307>

Isaeva, R., 2020. How COVID-19 is Reshaping Teaching and Learning: A Perspective from Khazar University. <https://supporthere.org/news/how-covid-19-reshaping-teaching-and>

AUTHORED PROJECTS

- 2010 – present
- ERASMUS+CBHE Project on Promoting Excellence in Teaching and Learning in Azerbaijani Universities, **European Commission**
 - UNICEF Project on Perspective School Principals, **UNICEF**
 - Project on Capacity Building for English Language Teachers at Refugee Schools in Azerbaijan, **USA Embassy in Azerbaijan**
 - Creative Spark Project on Developing Student Business Acumen, **British Council**

EMPLOYMENT/WORK EXPERIENCE

12/2010-present
Khazar University
Baku, Azerbaijan

Director of Development

- Designs, implements and manages all fundraising activities including annual giving, endowment and capital campaigns, special projects, and other school-related solicitations.
- Manages all strategies and activities for donor cultivation, solicitation, and relations. Maintains contact with and develops grant proposals for foundations and corporations.
- Develops and implements parent and class-based fundraising programs within the Annual Fund.
- Develops a comprehensive planned-giving program as the need becomes appropriate.
- Manages and maintains the alumni database.
- Organizes and supports an alumni association. Organizes alumni events,

collects news and information about the members of the alumni for publication, and keeps accurate records of the school's alumni.

10/2007-12/2010
OSI/HESP
Center for Innovation
In Education
Baku, Azerbaijan

Country Coordinator/Academic Fellowship Project

- Communicate effectively with the Budapest head office and South Caucasus Region Manager on program strategy, financial, and reporting policies and obligations
- Responsible for the implementation of all aspects of the program in Azerbaijan
- Organize and supported fellow's activities
- Organize recruitment, interviewing, selection and placement for the Returning Scholars
- Cooperate and actively participated in the regional projects and initiatives
- Promote program with partner institutions

10/2007-present
Baku, Azerbaijan

Conducted trainings on following topics

- Project Management organized by GIZ (trained more than 60 people from different businesses in Azerbaijan)
- Getting Ready for Employment (trained more than 100 students of different universities in Baku)
- Life skills (refugee camps, trained more than 100 people)
- Strategy Development (school principals, trained more than 50 people)

03/2007- 09/2007
Nurgun Group of
Companies
Baku, Azerbaijan

Training Manager on Psychology and Management (Contracted)

- Developed and conducted trainings on
Time Management
Customer Care
Management

09/2005 – 03/2006
Azpetrol Ltd.
Baku, Azerbaijan

HR Director

Reorganized and updated HR activities

06/2005-09/2005
Amorgo Management &
Consulting
Baku, Azerbaijan

Deputy Director/HR and Administrative Services Department
Achievements

- Developed an Employee Handbook
- Developed job description questionnaire
- Processed job descriptions
- Developed Performance Appraisal System

12/2004 – 06/2005
AZPETROL Ltd.
Baku, Azerbaijan

Deputy Director/Human Resource Department
Achievements

- Developed an Employee Handbook
- Renewed Job Descriptions (developed job description questionnaire)
- Developed Performance Appraisal System
- Trained Secretaries

09/01 – 12/2004
Khazar University
Baku, Azerbaijan

Director of the Career Center

Project: *Development of Career Center at Khazar University* funded by Eurasia Foundation, USA

- built and maintained international relations
- coordinated public relations
- coordinated and developed fundraising issues
- coordinated and developed student recruiting
- coordinated and administered Scholarship Projects of BP

- assisted the chancellor and the vice chancellor

Assistant of the University Development Center

- responsible for the conducting Student’s Poll at the end of each semester, performing data processing and analysis
- responsible for preparation of Graduation Ceremony book at the end of each semester

07/01 – 09/2001
Khazar University
Baku, Azerbaijan

Assistant of the Career Center

Project: *The Establishment of Student Services Centre at Khazar University*

Funded by European Commission

- organized meetings for students with different organizations operating in Baku
- conducted workshops on career-related subjects: CV/Resume Writing, Reference Writing, Job Hunting, Going to Interviews, Filling in Application Forms
- organized career events for university students
- consulted students on career and graduate studies-related issues

09/99 – 07/01
Khazar University
Baku, Azerbaijan

Coordinator of The Women’s Studies Center

- developed networks with local and foreign NGOs
- provided translation services (book, agreements, proposals etc.)
- assisted to conduct workshops for members of the center
- provided interpreter services (meetings, presentations etc.)

01/99 – 02/99
US Embassy
Baku, Azerbaijan

Translator/Interpreter

- provided translation services
- provided interpreter services (meetings, presentations)
- performed data gathering and processing for reports

OVERSEAS EXPERIENCE

1998-present Extensively participating in the projects funded by European Commission, USAID, and other donors which requires intensive international travels. This entails participating in trainings, seminars, conferences, discussions and profoundly contributes to personal development. Regularly visited universities are European universities that we are partnering within ERASMUS +, TEMPUS, and other projects, as well US universities under the partnership agreements.

AWARDS AND HONORS

07/15/99 Honor Diploma
Khazar University This diploma is awarded to students with GPA higher than 80 out of 100
Baku, Azerbaijan

Fall 1997 – Spring 1998 Dean’s Honor List Student
Khazar University This list is awarded to students with GPA higher than 85 out of 100
Baku, Azerbaijan

DEVELOPED SKILLS

Language Skills Azerbaijani - native
 Russian - proficient
 English – proficient
 Turkish- fluent