

# Innovative aspects of reforming higher education in a new stage of development of Uzbekistan

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*Annotation. The authors of the article investigated the innovative aspects of reforming higher education in a new stage of development of the Republic of Uzbekistan. The article emphasizes the role of the process of training competitive specialists in the successful implementation of democratic reforms and the development of civil society. The authors of the article made an attempt to reveal the mission of higher education in society, the tasks of universities in training qualified personnel for bachelors and masters and the importance of specialists for the socio-economic structures of the country in the process of deepening the market economy. In the context of the country's modernization, highly qualified personnel perform an important mission in the process of socio-economic policy, ensuring the improvement of the quality of products and the country's entry into international communities. University graduates carry out a social mission in implementing democratic reforms, ensuring human rights, and educating the younger generation in society. A modern bachelor and master makes a significant contribution to the digitalization of economic and social structures, the development of small business and entrepreneurship, and the financial banking system. Young personnel are actively involved in strengthening and further development of private enterprises. An integrated approach to the work of higher educational institutions shows that this work is closely related to the democratic reforms carried out in the country in a new stage of development of society. Improving the quality of training of specialists and the international*

*ranking of universities has a potential impact on attracting talented young people to study. As a result, young people are getting involved in higher education, worthy of qualifications in their future specialty. Measures are being taken to create equal conditions for talented youth, for admission to universities. Universities are a forge of personnel for modern innovative management, aimed at providing leadership in the sectors of the socio-economic complex, in the context of globalization and increased competition. The researchers note that it is necessary to ensure the active participation of the teaching staff, to use new pedagogical technologies in the preparation of modern competitive personnel. Improving the educational process in higher educational institutions requires the recruitment of highly qualified teaching staff with academic degrees and work experience in production. At the same time, training young personnel, graduates of the magistracy, in their further admission to doctoral studies. Universities have the opportunity to help young teachers defend their dissertations by enrolling them as independent applicants. An innovative method in improving the qualifications of the teaching staff is to send them to foreign universities and research centers in developed countries. At the same time, measures are being taken to optimize the work of teacher training institutes. This work is accompanied by strengthening the staff of advanced training institutes, inviting to lectures, conducting master classes of leading scientists, including from foreign universities. In order to familiarize students and teachers, scientific seminars are held with the participation of representatives of government agencies, economic structures, and non-governmental organizations. The article concludes that an important innovative aspect in reforming modern higher education in Uzbekistan is the need to further modernize the educational process, to increase the exchange of teachers from foreign universities. Ensure the conduct of active research work, publication of the results of research work in international indexed journals, expansion of international relations, regular encouragement of the results of work of teachers, doctoral students and staff.*

**Keywords:** *higher education; competitive personnel; reform; new stage of development; university; teacher; innovation; scientific work.*

**Introduction.** In the context of a new stage in the development of society, deepening of the reformation processes, the role and importance of qualified personnel is becoming more and more urgent. Highly qualified bachelors and masters become the main support, potential organizers of small businesses, newly created small industrial zones, including joint ventures, and the banking system. The training of modern personnel is closely related to the process of ensuring sustainable development, defense, information security, the production of quality goods that meet the requirements of the world market, the further development of foreign economic relations, and the enhancement of the country's prestige in the world arena. One of the important tasks of universities is to provide and prepare highly qualified teachers, educators, psychologists for educational institutions. The country's leadership in the context of reforming higher education, paid special attention to the creation of new medical universities, branches of the Tashkent Medical Academy in the regions of the country, the opening of joint medical faculties with well-known foreign universities. Consequently, this social, socio-economic problem, concerning the multimillion audience of young people, as a potential social link from various strata of society, put forward the task of ensuring the possibility of their equal admission to universities in the chosen specialties. Continuing the course of comprehensive support for the participation of youth in the reform processes, given their role in society, 2021 in Uzbekistan has

been declared the “Year of Supporting Youth and Strengthening the Health of the Population”. The President of the Republic of Uzbekistan stressed that large-scale reforms have been carried out in the education system, guided by the idea "New Uzbekistan starts from the threshold of the school, from the education and upbringing system." “Our highest priority should be to empower young people to set ambitious goals and achieve them. Only then will our children become a real force that can fulfill the age-old dreams of our people. [https://www.gazeta.uz/ru/2020/12/29/2021year]

It should be emphasized that the preparation for the admission of talented youth to universities is associated with the following factors: firstly, this process strongly dictates the improvement of educational and pro-educational work among graduates of secondary schools, academic lyceums, vocational colleges and technical schools, where it is necessary to conduct comprehensive work with the participation of representatives of state and youth organizations, industrial enterprises and farms; secondly, the systematic work of the admissions committee of each university with its future students, by holding regular meetings, using the opportunity of the media, issuing information materials, which contain information about the specialties prepared at the university; thirdly, regular work with university graduates, who provide reliable information to secondary school students, graduates of academic lyceums and professional colleges, is of great importance; Fourthly, the process of inflow of talented young people into universities is closely related to the ranking of a higher education institution among higher educational institutions in the country and foreign universities. This task urgently dictates the need to increase the international ranking of higher educational institutions, to further expand the international relations of universities with the leading universities in the developed countries. "Special attention will be paid to increasing the coverage and quality of higher education. Starting next year, the number of state grants for higher education will be increased by at least 25 percent. We will double the quota of scholarships for girls from low-income families and bring it to 2 thousand. For those in need. special scholarships will be introduced in the social support of girls who study excellently. "[.https://zen.yandex.ru/media/podrobnoz/chislo-biudjetnyh-mest-v-vuzah-uzbekistana-v-buduscem-godu-vyrastet-minimum-na-25 - prezident-5fead9e15fec142ae95d4ad8]

In Uzbekistan, “young people strive to enroll in the most prestigious universities, but there is no competition among universities to attract educated and talented youth. In this regard, a system will be introduced to provide private universities with a state order for training specialists in demand ”. [https://zen.yandex.ru/media/podrobnoz/chislo-biudjetnyh-mest-v-vuzah-uzbekistana-v-buduscem-godu-vyrastet-minimum-na-25--prezident-5fead9e15fec142ae95d4ad8].

Reforming the higher education system, improving the training of highly qualified personnel for socio-economic sectors, is closely related to attracting highly qualified teaching staff to the field, modernizing the quality of the educational process of directed training of future bachelors and masters. Often this issue is associated with the creation of decent social protection for them, an increase in wages and various types of incentives. Providing the opportunity to participate in international scientific and practical conferences with visits to foreign universities and advanced training in the world's leading scientific centers. “In this regard, the number of young people sent to study for master's and doctoral studies in foreign universities through the El-Yurt Umidi Foundation will increase fivefold next year.” [Www.yuz facebook.com/pravdavostoka t.me/pvouz No. 273 (29503) December 30, 2020.]

During a new stage in the country's development, a legal, scientific, methodological and economic base was created to increase the number of non-state higher educational institutions. An important factor in their formation in the market of educational services is the expansion of international relations with foreign universities. It is becoming a practice to create branches of leading universities in developed countries. One of the innovative approaches to the process of organizing the training of qualified personnel has become the creation of joint international educational programs. A new method in solving the social needs of young people is to increase the number of places for admitting applicants to higher educational institutions, i.e. graduates of secondary schools, academic lyceums and vocational colleges, technical schools by providing the opportunity to enroll in several universities at the same time and receiving documents from applicants to participate in tests in electronic format. The applicants were also given the opportunity to participate in the testing process at their place of residence, to create the required conditions on the part of the republican test center. The next important event in the country was the introduction of a system that enables universities to independently determine the quota of admitted students for the first year, taking into account the number of working teaching staff, scientific, methodological, information resource and material technical capabilities. A significant event in the reform of higher education was the opening of evening and correspondence faculties, the admission of bachelors to the number of students in the second specialty. This issue is directly related to the reformation processes in society, i.e. universities have increased the contingent of student admission, taking into account proposals and orders for the training of a specialist for private and joint ventures, in order to provide small businesses with highly qualified personnel. Also, social progress, a systematic increase in requirements taking into account the proposals of employers, government bodies, representatives of the private sector, non-governmental organizations, improving the quality of training for bachelors and masters, the need to provide competitive personnel for all sectors of the economy and the social sector required the use of innovative methods, accelerating deep reform of the entire system of higher education. education.

**Materials and methods.** An innovative approach to the process of reforming higher education showed that the most important form of expanding the admission of creative young people to study at universities was the awareness of the need to radically improve the training of bachelors and masters. This is also due to the fact that the expansion of the private sector, the widespread attraction of foreign investment, the opening in the country of many joint ventures, even more impose new requirements for the quality of personnel training. However, in the process of structural transformations, it became clear that most of the university graduates are not ready for them, their theoretical, practical knowledge, qualifications and skills do not meet modern requirements. A deep analysis of the training process shows that many graduates are poorly focused on practical work during a new stage of development, they are poorly aware of the socio-economic problems occurring in the depths of society, especially in conditions of deepening market economic relations.

The methodological basis for studying the problem of the process of reforming higher education in the context of democratic reforms, a new stage in the country's development is the Constitution of the Republic of Uzbekistan and the adoption of the Law "On Education" of the Republic of Uzbekistan in a new edition (2020), the works of the President of the Republic of Uzbekistan Sh.M. Mirziyoyev, including Chile, his speech at the republican youth forum held in

Tashkent, December 25, 2020, a message to the parliament of the Republic of Uzbekistan dated December 29, 2020. Valuable sources are individual studies of social scientists, economists, philosophers, the work of scientists published in scientific collections based on the results of scientific and practical conferences. It should be noted that there are separate brochures, articles where the problem of reforming higher education, issues of international cooperation in the field of personnel training are partially touched upon. However, the innovative aspects of reforming higher education in a new stage of the country's development have been poorly studied, there are no specific approaches to studying the problem, taking into account the specifics, rating, provision of the teaching staff, material, technical and information resource base of higher educational institutions.

In the process of reforming personnel training, the issues of stimulating educational, research and innovative complex work at the university, the creation of mechanisms for introducing its achievements into practice, acquire a special need. Fundamental legal, socio-economic, cultural transformations have taken place in Uzbekistan, which require highly qualified personnel. "Speaking about the tasks facing us in the economy, first of all, it should be noted that the essence of large-scale economic reforms is the following - the training of qualified personnel who can actively participate in achieving the strategic goals of economic development." (Decree of the President of the Republic of Uzbekistan. On approval of the strategy for innovative development of the Republic of Uzbekistan for 2019–2021. <https://mfa.uz/ru/press/library/2018/09/16135>, 2018). However, the scientific analysis carried out by scientists, representatives of social sciences shows that the current state of higher education in Uzbekistan does not meet the requirements of society. First of all, this happened due to the fact that at the early stage of independence in the system of training highly qualified personnel, profound changes in the socio-economic development of the country were not taken into account, concerning the process of deepening the market economy and the country's entry into the international community. In a new stage of development, the country's leadership has set an innovative task for the higher education system, to ensure the training of personnel that meets the reformation processes in the country, international requirements, ensure a competitive level and meet the challenges of globalization. In the country, in a new stage of development, large-scale liberal reforms have been launched, which have significantly adjusted the country's foreign policy. In particular, relations with neighbors are a priority in the foreign policy of the Republic of Uzbekistan. Foreign investment is the most important factor for the growth of the country's economy; therefore, good-neighborly relations for Uzbekistan are necessary to implement the new course. Therefore, active work is underway to join the World Trade Organization, large-scale cooperation with the European Union and the implementation of the standards of the Eurasian Economic Union. [<https://rossaprimavera.ru/news/e13ac750>] At the present stage of development of society, the country's higher education is intended to train personnel with subsequent employment in various spheres of social and economic activity, as well as administrative structures serving, scientific, economic, technical areas. The higher education system is responsible for the skills and special knowledge provided for future specialists, orientates young people to disclose theoretical or practical aspects, in the vectors of the chosen profession, taking into account the creative use of the achievements of modern science and technology.

In the period of deepening market relations, the role and importance of personnel in ensuring the sustainable development of the country, ensuring defense, food and public security, moral

education of youth, the formation of an environmental and political culture of the individual, and the production of competitive export-oriented goods becomes more and more urgent. This task urgently dictates the need to "increase the prestige of our universities, increase the number of non-state educational institutions, attract qualified personnel to the field and increase competition." (Decree of the President of the Republic of Uzbekistan. On approval of the strategy for innovative development of the Republic of Uzbekistan for 2019–2021. <https://mfa.uz/ru/press/library/2018/09/16135>, 2018).

The created complex conditions for the development of the private sector, new business structures, impose even more innovative requirements for the quality of high professional training, communication skills, knowledge of foreign languages for bachelors and masters. However, "in the process of structural transformations, it became clear that most of the specialists were not ready for them, their knowledge, qualifications and skills did not meet modern requirements. For example, at the initial stage, it is required to send more than 3.5 thousand specialists abroad for training in master's and doctoral programs, for advanced training and internships. There is a need for more than 600 compatriots with international scientific and practical experience. It is required to attract about a thousand foreign scientists and experts to cooperation". (<https://kun.uz/ru/news/2018/12/18/v-2019-godu-dlya-podgotovki-kadrov-za-rubejom-budet-vydeleno-45-milliardov-sumov>, 2018).

The Cabinet of Ministers of Uzbekistan has approved the Strategy for the innovative development of the agricultural education system until 2030. By the Government Decree (No. 788, 12/15/2020), information technologies, "Smart Agriculture" are being introduced in the agricultural sector of the republic. It is planned to bring to twenty the number of interactive services provided in the agricultural sector by 2030. In accordance with the Strategy, the branches of the Tashkent State Agrarian University - Nukus, Termez and Samarkand are planned to be transformed into independent higher educational institutions. In all areas of training specialists (bachelors and masters) in the agricultural industry, starting from the 2020/2021 academic year, it is planned to gradually introduce a credit-modular system for organizing the educational process. It should be noted that the credit modular system was created in accordance with the Bologna Declaration on the principles of a graduated education system, developed in accordance with the norms of the European credit and transfer system. According to the European Credit and Transfer System, students' knowledge is assessed and the results are compared using a single interstate procedure [<https://rossaprimavera.ru/news/8e89ae22>].

**Results:** A concept for further improvement of higher education has been approved in Uzbekistan. Measures to improve the system related to the organization of the educational process in higher educational institutions were approved by the Cabinet of Ministers of Uzbekistan under number 824 on December 31, 2020. In the country, the system of remuneration for the teaching staff working in technical schools at universities has been adjusted. Educators will receive an hourly wage similar to that of their peers for teaching a lesson to university students. Higher education institutions now decide for themselves whether there will be a five-day or six-day academic week. One of the measures to liberalize the activities of higher educational institutions is that now the rectors and directors of branches of higher educational institutions are empowered to appoint the chairmen of the final state certification commission created in the institution. Also, the educational process will gradually be transferred to a credit-modular system. The possibilities of the teaching staff for internships and additional training in

foreign institutions of the corresponding profile are expanding, but with the obligatory subsequent work in the "native" university. [<https://rossaprimavera.ru/news/3dc58b76>]

In the system of higher education, taking into account the international practice of personnel training and changes in the socio-economic development of the country, that "in particular, training of personnel in more than 100 new areas of bachelor's degree, 94 specialties of magistracy has been established. [<https://pv.uz/ru/news/prazdnichnoe-pozdravlenie-uchiteljam-i-nastavnikam-zbekistana>] In order to further improve the educational process, "In 2021, 30 leading universities of the country will have the right to independently develop curricula, determine admission quotas and decide financial questions". The number of budget-funded places in universities of Uzbekistan next year will grow by at least 25%. [<https://zen.yandex.ru/media/podrobnouz/chislo-biudjetnyh-mest-v-vuzah-uzbekistana-v-buduscem-godu-vyrastet-minimum-na-25-prezident-5fead9e15fec142ae95d4ad8>].

A study of the reformation processes in society shows that as a result of the systematic work aimed at reforming the higher education system, "in 2020, 25 percent of graduates of secondary schools, academic lyceums and vocational colleges entered universities. Over the past four years, 47 new higher educational institutions have been organized in the republic ". . [<https://uz.sputniknews.ru/society/2020.09.29/15070572/Uzokboy-Begimkulov--o-tom-kakimi-dolzny-byt-vuzy-i-studenty-novogo-zbekistana.htm>].

The country has begun the development and phased implementation of new curricula, programs for new specialties, internships are being introduced at joint ventures for the teaching staff of specialized departments of universities, the introduction of a systematic qualification practice for students and practical training in production. Each university introduces step-by-step training in specialty disciplines in English, internships in developed countries have been introduced for promising scientific and pedagogical personnel, and the system of training for magistracy has been critically analyzed. It is important to raise the status of departments of universities with strengthening their responsibility for ensuring the quality of education. It is envisaged to approve the development concept until 2030 for each university assigned to a particular industry and ensure that at least one university in each industry is recognized by leading international rating agencies. Basic universities, based on the needs of customers, will independently develop curricula and academic discipline programs. To prevent the waste of working time on work that is not typical of the educational process, new mechanisms for the norms of time for professors and teachers are introduced, taking into account teaching loads, the principle of "the level of student performance is the main criterion for assessing the activities of professors and teachers", modern methods of control and assessment of knowledge are introduced students.

One of the main goals of the reform of higher education is to ensure the real independence of universities in training and research activities. An important criterion for preventing deterioration in the quality of higher education will be the availability of faculty members with advanced degrees. Measures are being taken to train highly qualified personnel to work in university departments. In the 2019-2020 academic year, 6401 candidates of sciences, 4645 associate professors, 1811 doctors of sciences and 1326 professors worked in the country's universities. [<https://kun.uz/news/2020/09/21/2019-2020-oquv-yilida-oliy-talim-muassasalarida-1811-nafar-fan-doktorlari-dars-bergan>].

In modern conditions, in the work of universities, the issues of stimulating research and innovation, the creation of mechanisms for the implementation of its achievements into practice,

acquire a special need. To achieve these goals, a two-level system of postgraduate education has been introduced, which includes basic doctoral studies (with the defense of a thesis and the award of a doctorate in philosophy - PhD in the relevant field of science) and doctoral studies (with the defense of a thesis and the award of a doctoral degree - DcS). In order to raise the system of organizing research activities to a qualitatively new level, measures were taken to further improve the activities of the Academy of Sciences of the Republic of Uzbekistan, the main tasks and priority directions of the activities of the Academy of Sciences were determined on the basis of modern requirements, special attention was paid to stimulating effective scientific activities. The continuation of the liberalization of the defense of dissertations for the degree of Doctor of Philosophy (PhD) was the opening of specialized councils in regional state universities. "Based on the best international experience, the scientific councils of the leading universities of the republic will be delegated the authority to confer the academic titles of associate professor and professor, scientific degrees of Doctor of Philosophy and Doctor of Science." [Www.yuz facebook.com/pravdavostoka t.me/pvouz No. 273 (29503) December 30, 2020.]

In the country, work has begun on the creation of private universities and the opening of branches of leading universities in the development of countries of the world, which will increase the opportunity for young people to get higher education in selected areas. As a result, conditions will be created for turning the country into an educational center in Central Asia for the training of highly qualified specialists.

This process puts forward the task of increasing the number of foreign students, which is of great importance in the formation of the competitiveness of the higher education system and is important for the popularization of the country's modern intellectual image in the world community. "For the 2020-2021 academic year, 1,500 foreign students from 16 countries of the world studied in 11 medical higher educational institutions of Uzbekistan. In the 2020-2022 academic year, 10 thousand foreign students from 50 countries of the world are expected to study. "[.Https: //kun.uz/news/2020/12/28/ssv-ozbekistonda-16-mamlakat-talabalari-tibbiyot-sohasida- tahsil-olmoqda].

Practical measures are being taken, a program has been approved for sending teachers for internships, advanced training, and an increase in the system of higher educational institutions in the Republic of Uzbekistan include: universities specializing in academic and professional programs, in accordance with state standards. At the same time, they all do not have a direct dependence on departmental subordination or form of ownership, institutions engaged in scientific and pedagogical activities, as well as research work necessary for the functioning of universities, structures that carry out state management of higher education. During a new stage of development, branches of a number of leading universities in Europe and Asia, the United States of America, the Russian Federation, South Korea, Turkey, Austria, Great Britain were opened.

The opportunities for young people to study abroad are expanding. "It is necessary to strengthen ties with leading foreign universities, scientific and innovation centers, to expand cooperation with them in the field of personnel training. In this regard, the number of young people sent to study for master's and doctoral studies in foreign universities through the El-Yurt Umidi Foundation, will increase fivefold in 2021. Through the fund, for the first time, we will send 100 of our boys and girls to study at bachelor's degree in other countries. In subsequent years, their number will increase 2-3 times. "[https://zen.yandex.ru/ media / podrobnouz / chislo-

biudjetnyh-mest-v-vuzah-uzbekistana-v-buduscem-godu-vyrastet-minimum-na-25 - prezident-5fead9e15fec142ae95d4ad8].

The country has begun the development and phased implementation of new curricula, specialty programs, internships are being introduced at joint ventures for the teaching staff of specialized departments of universities, the introduction of systematic qualification practice for students and practical training in production. Each university introduces step-by-step training in specialty disciplines in English, internships in developed countries have been introduced for promising scientific and pedagogical personnel, and the system of training for magistracy has been critically analyzed. An important element of innovation in the educational process is to improve the status of university departments with increased responsibility for ensuring the quality of education.

**Discussion:** The innovative aspects of reforming higher education in the Republic of Uzbekistan are considered in the works of social scientists of the Moscow State University named after M.V. Lomonosov, Ural State Economic University (Russian Federation), Harvard University (USA), Oxford University (Great Britain), Paris University (France), Nagoya University (Japan), National University of Uzbekistan named after M. Ulugbek (Uzbekistan), Tashkent State Economic University (Uzbekistan), Fergana State University (Uzbekistan).

Social scientists have made a scientific analysis of the state of the higher education system in a new stage of development of Uzbekistan. In the works of scientists, S.A. Sattarov, (2018), D.Z. Umarov (2018), F.A. Akramov (2018), R.I. Khalmuradov (2019), N.Kh. Khakimov (2020), A.A. Abdumalikova, (2020) Karlibayeva R.Kh. (2020), Turaeva D.T. (2020), B.S. Ganieva (2020), Shaturaeva Zh.N. (2020) provides analytical materials conclusions about scientific research work, integration, state and prospects of innovative reforms, international cooperation in the system of higher education.

The issues of improving innovative pedagogical practice based on SMART technologies, the question of the need to form professional-volumetric spatial thinking in students in new conditions, the role of innovations, new methods of teaching Russian as a foreign language in teaching at a modern university are considered in the works of G.S. Tilukulova (2017), D.N. Sultanova, M.R. Eshpulatova, Z.Z. Dusanova (2017), M.B. Kasimova (2019), B. Muminova (2019), U. I. Norova, A. Nematova (2019).

The works of the following authors are devoted to the theoretical understanding of cooperation between Russia and Uzbekistan in the field of higher education as an important factor in the country's sustainable development: E.V. Vodopyanova (2020), V.A. Zmeev (2016), V.M. Schneider (2019).

It is necessary to note the significant contribution of the authors who made a worthy contribution to the study of the problem of spiritual and moral education, the use of foreign language knowledge in the training of modern specialists, the motivational and adaptation problems of the integration of foreign students into the innovative educational environment of the University of Rakhmanova M.K. (2016), S. A. Sergeeva, E. P. Bondareva, A. A. Stepanov (2017,) F. A. Mukhitdinova (2019), D. A. Ruzibaeva (2019), S. S. Agzamkhodzhaeva (2019 ).

**Conclusion:** Research on the state of higher education and the study of innovative aspects for its further improvement in a new stage of development of society makes it possible to draw the following conclusions.

First, it should be noted that some of the heads of the higher education system, especially the middle level, do not meet the challenges of globalization, the modernization of higher education, the process of improving the work of departments, being engaged only in executing the instructions of higher authorities.

Secondly, the departments of higher educational institutions are not staffed with teachers with academic degrees in sufficient numbers and this significantly affects the quality of training competitive personnel for the sectors of the socio-economic complex.

Thirdly, students of the newly opened specialties and new higher educational institutions are not provided with textbooks, teaching aids and special literature in Russian and English in sufficient quantities necessary to organize independent work with future specialists of a modern level.

Fourthly, it remains a problem to provide higher educational institutions with teachers who are fluent in foreign languages, this is especially acute when staffing highly qualified personnel of profiling departments in regional universities.

Fifthly, the most important task of the country's universities is the problem of providing modern equipment for research, experimental and educational laboratories.

Sixth, there are shortcomings in the process of organizing educational and production practice, close ties of universities with industrial enterprises, farms, agricultural clusters, the private sector, including representatives of small businesses. As a result, some of the graduates of higher education who are not employed remain unclaimed in the republic.

Seventh, further improvement of vocational guidance work among graduates of secondary schools, academic lyceums, professional colleges, and technical schools is required. As a result, some of the university graduates study in the second specialty, spending extra time and financial costs.

Eighth, it is necessary to provide each teacher with modern individual computer equipment, all classrooms with high-speed Internet, for which to use the possibilities of cooperation of the public-private sector.

Ninth, to take measures to further improve the work of gyms, stadiums, their regular employment with students, teachers, staff, to provide them with modern sports equipment.

**Recommendations:** Firstly, the process of selection and placement, recruitment to universities remains unexplored, not investigated, this issue still remains the prerogative of individual middle managers. The rules for hiring and requirements for a future teacher of a higher educational institution have not been developed.

Secondly, it is necessary to conduct special scientific research on the financial potential of universities in modern conditions, when they are given the right to determine the quota for student admission and other preferences.

Thirdly, it would be necessary to specifically conduct a scientific research on the social protection of the teaching staff in the context of the deepening market economy, especially doctoral students, trainees and young teachers, laboratory assistants of departments, educational part.

Fourth, it is necessary to improve the work of the information resource center, its regular communication with departments, the press service of universities covering the student, social and research life of a higher educational institution. The press service must be staffed with professional journalists and modern technology.

Fifth, the issue of social protection of undergraduate and undergraduate students remains unexplored, including the provision of their place of residence, the state of dormitories, medical care, scholarships, their leisure time and the state of support for parents, public organizations in the process of their studies at universities.

Sixth, it is necessary to study, conducts research of admission to higher education, the process of studying at the university of youth with disabilities.

**Approbation:** The results of this study were tested at a meeting of the international scientific Roundtable on the topic: "Distance learning in the context of global changes" at the Tashkent State University of Economics, held jointly with professors from the Indonesian University of Economics and the M. Auezov Kazakhstan State University on September 26, 2020. Leading scientists of universities of the Republic of Uzbekistan took part in the discussion of the reports. Also on the topic of the research, the authors of the article spoke at the international scientific-practical conference "Independent Uzbekistan in the conditions of democratic reforms, the path of prosperity and progress" held with the participation of scientists from the Ural State University of Economics, held in Tashkent on September 3, 2020. The authors of the article took part and made a presentation in the international scientific-practical conference "National development: security, stability, good-neighborly relations" held at the Fergana State University of the Republic of Uzbekistan on September 25, 2020 and the Republican scientific and practical conference on the topic: "Topical issues of the formation of moral culture student youth" held on December 12, 2020 at the Tashkent Financial Institute.

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