



PUBLIC INSTITUTION
ST. IGNATIUS LOYOLA UNIVERSITY OF APPLIED SCIENCES

SUMMARY OF SELF-ASSESSMENT

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INTRODUCTION

1. St. Ignatius of Loyola University of Applied Sciences (hereinafter – The University of Applied Sciences), code 302485644, is a non-public higher education institution in the Republic of Lithuania that was registered on 02 Mar 2010. The University of Applied Sciences is a public legal entity that is operating as a public institution. The incorporation contract was signed on 25 Jan 2010 by Kaunas Archdiocese, the Lithuanian Jesuit Province and UAB “Ortopedijos klinika” (en. Orthopaedic Technique Ltd). Permit No. 002062 to conduct studies and the related activities was issued on 26 May 2011 by Order No. V-918 of the Minister of Education and Science of the Republic of Lithuania.
2. The University of Applied Sciences is a Catholic higher education institution in Lithuania. Its mission is to carry out the studies integrating ideas of science and business in harmony with the Ignatian pedagogical paradigm. St. Ignatius of Loyola University of Applied Sciences follows the tradition of St. Ignatius of Loyola to develop spirituality and Jesuit education and is conducting the qualitative studies of higher education directed to practical activities, the purpose of which is to develop an intelligent and competent personality that would be able to act creatively on the basis of the Christian values, taking the period’s peculiarities into consideration, and to serve the welfare of people in the country and in the entire world.
3. The vision of the University of Applied Sciences is an innovative University of Applied Sciences of good reputation. The University of Applied Sciences is preparing specialists of high qualification who meet the requirements of present labour market, who have a professional bachelor’s degree and who integrate successfully into the labour market, who are active in society and who base their activities on the Christian values.
4. The collegial management bodies of the University of Applied Sciences are its stakeholders, the Board, the Academic Council, and committees of study fields and study programmes. The Director, the Chaplain, managers for general affairs, applied research activities, personnel, development and innovations, infrastructure, and heads of departments, chief accountant/financier, steward, coordinators of the Centre for Future Professions, activities, spiritual development, projects and Erasmus+, the IT specialist, the accountant, managers of study programmes, curators of study programmes, and the administrator act according to their job. Bodies of self-government are the Student Association and the Alumni Club.
5. The Student Association of the University of Applied Sciences (hereinafter– ILUAS SA) is an organization uniting students of the University of Applied Sciences, protecting their rights, participating actively in the activities of management bodies of the University of Applied Sciences,

contributing to improvement of the study environment and their process, and aiming at qualitative, smooth and useful studies at the University of Applied Sciences.

6. There are two departments in the University of Applied Sciences: Department of Social Welfare and Arts and Department of Health Sciences and Technology.
7. At present the University of Applied Sciences has 8 study programmes of the first cycle intended for the professional bachelor's degree: 1) in the study field of Tourism and Recreation: Hospitality Management (since 2014); 2) in the study field of Social Work: Social Work (since 2013), Pastoral Care (since 2015); 3) in the study field of Design: Image Design (since 2012); 4) in the study field of Medical Technology: Orthopaedic Technology (since 2011), Emergency Medical Aid (hereinafter – EMA) (since 2015); 5) in the study field of Cosmetology: Beauty Therapy (since 2012); and 6) in the study field of Food Technology: Culinary Arts (since 2017).
8. According to the data of 01 Sep 2022, 485 students are studying at the University of Applied Sciences, where 384 are funded by the State and 101 – from own resources. From the day of its founding, the diplomas of professional bachelor have been awarded to 749 graduates. In the assessed period (2017-2021), the diplomas were awarded to 477 graduates.
9. The teachers of high qualification are working in the University of Applied Sciences. They are practitioners and teachers engaged in research-applied activities, who have long experience of practical work. Therefore, synergy between science and business is to be supported. The academic staff satisfies the requirements of legal acts and their qualification is suitable to achieve the study results. The teachers at the University of Applied Sciences amount to 75.6 percent of all the employees.
10. The University of Applied Sciences is contributing to implementation of the objectives of the Lithuanian progress strategy *Lithuania 2030* where Lithuania is created as a “modern, dynamic, open and patriotic state”, through provision of high-quality studies and development of life-long learning services, and through improvement of mechanisms of recognition of competences acquired in the course of informal and practical learning.
11. Internationality of the University of Applied Sciences is named as one of the strategic priorities. According to Erasmus Charter for Higher Education, Erasmus+ projects for mobility of students and employees of higher education schools and strategic partnership are implemented. The University of Applied Sciences is expanding intensively the network of international cooperation in the European Union and beyond while cooperating with foreign educational and higher education institutions, organisations from business and public sector in order to guarantee variety of mobility forms of students, teachers and administrative staff, creation and enabling of international

knowledge that contribute to growth of international competitiveness of the University of Applied Sciences.

12. External evaluation of the University of Applied Sciences was performed in 2016. The international expert commission gave the recommendations, how to improve activities of the University of Applied Sciences, and based on those recommendations, the Plan for Improvement of the Activities of the University of Applied Sciences in the Fields of Strategic Management, Studies and Life-Long Learning, Research and/or Art Activities, Impact on the Region, and National Development was prepared and implemented.
13. As a new stage of external institutional evaluation started, a new work group for qualitative and quantitative analysis of the activities of the University of Applied Sciences and preparation of self-evaluation report was formed by Order No. V-106 of the Director of the University of Applied Sciences of 31 December 2021 after the Minister of Education, Science and Sport of the Republic of Lithuania had approved the Plan for External Evaluation of Higher Education Schools by Order No. V-329 on 5 March 2020.

1. MANAGEMENT

1.1. Conformity of the Strategic Plan of the University of Applied Sciences to the mission and assurance of its implementation

14. The mission of the University of Applied Sciences “to carry out the studies integrating ideas of science and business in harmony with the Ignatian pedagogical paradigm” conveys the mode to spread the pedagogical paradigm of the University of Applied Sciences as a method of education and performance of the Jesuit educational and research institution. St. Ignatius of Loyola University of Applied Sciences aims to direct the studies not only to academic and professional items, but also to turn them into precondition of spiritual growth of the students that would train their critical and creative thinking powers and would help them to realise the Christian values in professional and personal life. The University of Applied Sciences endeavours at its graduates to use the acquired skills of critical thinking, practical and entrepreneurship skills, international and public experience to contribute to promotion of cultural, social and economic progress of central and remote cities. The vision is closely related – to stay and represent itself together with the community as an innovative University of Applied Sciences of high reputation. Big attention is also drawn to fostering of the Christian values (such as Faith, Honesty, Respect, Sociality) and training of social responsibility, which is also stressed in the set strategic goals.
15. The strategic goals of the University of Applied Sciences are set in response to global tendencies of public and technological development tendencies, legal documents in science, art and studies of the Republic of Lithuania and its individual regions (Law on Higher Education and Research of the Republic of Lithuania¹, Lithuanian progress strategy *Lithuania 2030*², Scientific Lithuania 2030³, White book of regional politic⁴, National Progress Plan for 2021–2030⁵, etc.), regulations of the European Higher Education Area (EHEA) and European Research Area (ERA), and guidelines of other international strategic documents (for example, the United Nations Agenda for Sustainable Development⁶ up to 2030; communication from the European Commission to the European Parliament, Council, the European Economic and Social Committee, and the Committee of the Regions on establishment of the European Research Area until 2025; implementation of the European Higher Education Area (Bologna process) tools, ESG guidelines⁷), where the focus has

¹ <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/TAIS.343430/asr>

² https://e-seimas.lrs.lt/rs/lasupplement/TAP/TAIS.423800/45a6c4cce8a3835f3c3f3b4625587aff/format/ISO_PDF/

³ https://strata.gov.lt/images/documents/analize/trumprasciai/2011/moksloji_lietuva_2030.pdf

⁴ https://vrm.lrv.lt/uploads/vrm/documents/files/LT_versija/Naujienos/Regionines_politikos_baltoji_knyga_20171215.pdf

⁵ <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/c1259440f7dd11eab72ddb4a109da1b5?jfwid=-whxwii77y>

⁶ <https://am.lrv.lt/lt/veiklos-sritys-1/es-ir-tarptautinis-bendradarbiavimas/darnus-vystymasis/darnus-vystymasis-ir-lietuva/jt-darbotvarke-2030-darnaus-vystymosi-tikslai-ir-kiti-tarptautiniai-susitarimai>

⁷ https://www.vda.lt/uploads/documents/files/Studiju%20kokybe/2017_ESG_1-1.pdf

been on internationality and systemic development since 2021. Comparison of strategic goals is provided in Table 1.

Table 1. Comparison of strategic goals of the University of Applied Sciences in 2013-2020 and in 2021-2025

No.	Strategic goals for 2013-2020	Strategic goals for 2021-2025
1.	To safeguard qualitative development of studies.	To provide qualitative higher education in compliance with the present needs in the University of Applied Sciences.
2.	To spread the Ignatian pedagogical paradigm.	To develop the competences of the Ignatian pedagogical paradigm on the systemic level.
3.	To develop applied research and to create professional art.	To conduct applied research and professional art systemically in combination of international and national scientific achievements related to the fields and areas of delivered study programmes.
4.	To expand material and financial resources.	To enable efficiently material and financial resources in order to guarantee progress of the studies' quality and internationality of applied activities
5.	To manage personnel efficiently and to expand it.	To develop human resources through systemic development of specialist, learning/teaching, applied research, digital, leadership, entrepreneurship and intercultural competences.
6.	To introduce a quality management system.	To improve the quality management system by strengthening internationality of the University of Applied Sciences.

16. In accordance with the remarks submitted by the group of international evaluation experts on the activities of the University of Applied Sciences in 2016, the Plan for Improvement of the Activities of the University of Applied Sciences⁸ was prepared and approved, the updating process of the Strategy of the University of Applied Sciences was started, and the benefits of ISO certification of the quality management system were considered.
17. When the strategy and strategic plan of the University of Applied Sciences for 2021-2025 was drawn up (see Annex 1), PEST and SWOT analysis of the situation were carried out resulting in purified priorities of the strategy, objectives, tasks, and planned implementation measures. The vision, mission and values of the University of Applied Sciences have not changed as they reflect

⁸ <https://www.ilk.lt/veiklos-kokybe/>

the very essence of the University of Applied Sciences and are directed towards the continuity of the activities of the University of Applied Sciences.

18. The named advantages of the University of Applied Sciences (Christian identity of the higher education institution, top standards of academic ethics and study programmes unique within the Lithuanian context because of their distinctive culture, study results and didactics of the study process, harmonious cooperation of the University of Applied Sciences with social partners and personalized attention and support system to each community member of the University of Applied Sciences) helped to self-assess that the University of Applied Sciences may be competitive on the international level, too, as it has a strong potential of qualitative studies.
19. The SWOT analysis revealed that it is necessary to implement the opportunities to strengthen training of the Christian values through development of professional and general competences, to develop the quality assurance system, to give more attention to qualification improvement of employees and increase of their motivation, to develop activities more intensively in the Lithuanian regions, to increase the part of own funds in the budget of the University of Applied Sciences, and to publicize the performance outcomes of the University of Applied Sciences more actively and widely. The above induced more purposeful cooperation with social and business partners, bigger influence of the University of Applied Sciences on formation of the regional policy, expansion of artistic and research projects, marketing of studies, and life-long learning activities.
20. The weaknesses of the University of Applied Sciences that arise basically from certain process named in the strategic plan (for example, applied research, communication, improvement of qualification of academic staff, international mobility) may be overcome by defining the strategic goals of the University of Applied Sciences oriented to increase of systemic and international character, and hence development of certain strategic priorities directed to development of a socially responsible person and community, professional studies and advanced scientific-applied research, holistic socially responsible environment, and expansion of network internationality of studies and science. The quantitative indexes of the performance evaluation of the University of Applied Sciences and their aimed values for 2021 – 2025 are provided in Table 7 of the strategic plan of the University of Applied Sciences.
21. The Strategy of the University of Applied Sciences is integral and consistent. Its objectives are implemented through particular tasks and measures; the periods and responsibility for implementation of duties have been set and distributed among the structural units of the University of Applied Sciences.
22. Preparation of the strategy and the strategic plan of the University of Applied Sciences, planning of quality improvement measures and monitoring of their implementation are performed by the

Director. The purpose of monitoring is to survey the implementation results of strategic performance plans all the time and to make timely decisions, how to improve activities of the University of Applied Sciences.

23. The Director prepares a report on implementation of the strategy and the strategic plan of the University of Applied Sciences every year, after respective calendar year ends. The results of the reports on budget, performance and financial accountability are discussed in the Board and submitted for the stakeholders of the University of Applied for approval. The performance reports are available on the website of the University of Applied Sciences⁹.
24. The annual monitoring results are used to improve the performance. For example, when complex preventive measures to reduce number of dropouts are developed, the mentorship system:
 - for successful integration into an academic community (mentor for a student with disabilities, curator for the 1st-year student);
 - for better information of the students about studying aids provided in the higher education institution (the study module “Introduction to studies” is provided in order to help the students to get used to the changed learning environment);
 - to train the skills of academic writing, learning to learn, and general competences (methodological seminars for written papers are organised, as well as seminars of effective communication, training of emotional intellect, leadership, etc.);
 - for development of the system of financial-academic-psychological-spiritual support, where a student is able to receive a timely and meaningful help.
25. The system of financial aid and financial motivation of students is developed. Its purpose is to reduce the number of dropouts because of financial reasons (compensation of fee for re-examination or re-testing, granting of scholarships for significant improvement of academic indexes, etc.). besides, accessibility of psychological help services is assured for the students, who have emotional difficulties; motivation of the students of all years to continue the studies and to get employed in the job that demands for professional competences after graduation is increased (the students’ practical skills are trained in cooperation with business entities on organisation of internships, career planning competences are trained, etc.).
26. The processes of strategic planning and management of the University of Applied Sciences, monitoring of performance indexes and evaluation of results are systematic and objective, based on continuous analysis of performance context, search for opportunities to act, and evaluation of ongoing changes and performance results of the University of Applied Sciences.

⁹ <https://www.ilk.lt/veiklos-kokybe/>

1.2. Efficiency of process management at the University of Applied Sciences

27. The collegial management bodies of the University of Applied Sciences (see Annex 2) are its stakeholders (hereinafter – Stakeholders), the Board of the University of Applied Sciences (hereinafter – Board), the Academic Council (hereinafter – AC) and a single-person management body – a director of the University of Applied Sciences (hereinafter – Director). Management of the University of Applied Sciences is based on the principles of *democracy, self-government, publicity, accountability, competence, and efficiency*, and the values of the University of Applied Sciences. The functions of the Stakeholders, Board, AC and the Director are governed by the Law on Higher Education and Research of the Republic of Lithuania and the Statute of the University of Applied Sciences (see Annex 3).
28. In order to distribute responsibilities and accountabilities, the University of Applied Sciences uses its organisational structure, its Statute, regulations of the units, and job descriptions of employees, as well as work regulations of the collegial management bodies of the University of Applied Sciences – the Board and AC.
29. After the external evaluation and accreditation of the activities of the University of Applied Sciences, its organisational structure was improved in order to improve management of performance processes. After review and regrouping of the functions according to the new organisational structure of the University of Applied Sciences, certain job descriptions were rectified and the regulations of structural units were updated.
30. The performance processes of the University of Applied Sciences are analysed by the Director, the Board, AC, the Stakeholders, etc. in meetings, where the accordingly authorised executors of activities are present.
31. The results of analysis of the performance processes of the University of Applied Sciences are used to draw up or update internal documents of the University of Applied Sciences. Usually work groups are formed for this purpose, while the documents are considered and approved by the AC, Board and Director, depending on the management field.
32. The University of Applied Sciences is notifying its community, social partners and society continuously about its achievements on the website, in press releases and posts in social networks. The above are communicated in the meetings of administration of the University of Applied Sciences, managers of its academic units, in the meetings of administration of the University of Applied Sciences and managers of its academic units held every semester with students and pedagogical staff of communities of academic units.

33. The social stakeholders are also included into management of the University of Applied Sciences. For example, its AC consists of 7 numbers, 1 of whom is from other higher education schools or business representatives and is not an employee of the University of Applied Sciences (this person is suggested by the Board of the University of Applied Sciences); besides, 1 representative of the students is included in the AC (proposed by the ILUAS Student Association). The remaining five members of AC are elected from teachers and administration by secret voting of the academic community of the University of Applied Sciences.
34. Consultations with social partners and feedback from social partners and students are provided in all the performance processes of the University of Applied Sciences. The social partners are especially active in preparation of study programmes and in the process of students' career management. ILUAS Student Association is actively participating in management of the University of Applied Sciences. It conducts surveys of students and prepares communal meetings for students.

1.3. Publicity of information about activities of the University of Applied Sciences and its management

35. The University of Applied Sciences aims to assure that the information it is collecting, analysing and using would be relevant and would help to manage efficiently all the performance processes. The data about the activities of the University of Applied Sciences are stored in reports on activities of the University of Applied Sciences and its units, their summaries, documentation plans, files (paper and electronic). General system of administration of study data (UNIMETIS) is installed and used for surveys, registration of students and pedagogues, and for other modes. It is possible to manage efficiently the data about studies in the system, to provide information related to the study process to students and teachers, to import data from LAMA BPO register, and to export data to main registers related to studies (students, diplomas, supplements. etc.).
36. The results of research (artistic) activities of the University of Applied Sciences are recorded in eLABA and "Vieversys" systems.
37. All the main data and information about the University of Applied Sciences are available on its website and in its Facebook and Instagram accounts. The results of artistic and research activities – records of lectures, consultations, training, conferences, and other events, are recorded in system Moodle.
38. All the collected data and information serve as the ground to form a strategic future vision of the University of Applied Sciences and its concrete plans, to prepare recommendations, to define quantitative and qualitative indexes, to assume obligations, to improve and update the delivered study programmes.

39. When the strategic documents of the University of Applied Sciences are prepared, the consultations and draft discussions are conducted with all the interested persons; the proposals and remarks are considered, the final wording of the document is drawn up and presented to the community. When the reports on implementation of the strategic plan are discussed and recommendations for improvement of activities are placed, all the interested parties are participating: the academic community of the University of Applied Sciences (teachers, students), administration and other employees, graduates, social partners, and potential employers.
40. Monitoring of implementation of performance indexes is carried out by managers of the units. They draw up reports on implementation of the main performance indexes. The data and information from these reports are then analysed and included into the annual reports (see Annex 4) on activities of the University of Applied Sciences that are presented by the Director to the Board in accordance with the statute of the University of Applied Sciences, and the Board submits them to the Stakeholders, who discuss and approve the reports. The reports are publicly available on the website of the University of Applied Sciences.
41. Other information about activities of the University of Applied Sciences is supplied to its stakeholders, academic community and society according to the character of their participation and interest in the activities of the University of Applied Sciences.
42. Reports and documentation are submitted regularly to official institutions. The information and documents of interest are publicly available on the website of the University of Applied Sciences; the press releases and other information are given regularly (using press, social media). Besides, it is possible to learn the information and data of interest by making an inquiry to the responsible employees or representatives of the units. The community members are informed about the activities of the University of Applied Sciences regularly by e-mail, during meetings, sessions, and internal events of the community.
43. The communication efficiency is measured through the feedback: in the electronic ambient – according to the visit statistics, in press – according to its publication intensity, in case of direct marketing (meetings, sessions, e-mails, etc.) – according to returned proposals and comments, as well as with the help of periodical and non-periodical surveys.
44. The data about studies and students are especially important for assurance of performance quality and planning of activities of the University of Applied Sciences. Heads of the departments and programmes, and curators of study programmes are responsible for management of the students' data.
45. Information about progress of students is managed by heads of departments. After the examination session, the summaries of progressiveness of students are prepared and the level of learning

outcomes of the students is analysed. The summaries of progressiveness of students are used to make decisions on changes of the mode of financing of studies, repetition of subjects, expulsion of students, etc.

46. The numbers of successful graduates and dropouts are monitored by heads of departments.
47. The cases when studies are cancelled are analysed in the departmental meetings. If they are related to the environment of the University of Applied Sciences, it is endeavoured to remedy the situation.
48. The students express their opinion about study programmes through participation in the surveys based on the feedback procedure¹⁰ applicable in the University of Applied Sciences (see Annex X), also by communication with teachers of their specialty, heads of departments, curators of study programmes, and other employees of administration. The students can use their right to express their opinion and to make decision by taking part in numerous committees, commissions and work groups of the University of Applied Sciences, such as AC, committees of study fields and programmes, committee of academic ethics.
49. Monitoring of employment and career of students of the University of Applied Sciences is carried out by the Centre for Future Professions. The data are received from surveys of the graduates of the University of Applied Sciences, information provided by social partners – employers, the Lithuanian Employment Service, information system of career management of the Lithuanian Consortium of Higher Education Schools (KVIS, www.karjera.lt). KVIS provides the opportunity to use automated personal career management tools and services, to monitor the students' career and to inform society about monitoring results. By logging to the system, the students acquire the possibility to create and manage personal career plans.
50. In accordance with the University of Applied Sciences feedback procedure, the following graduate surveys are carried out: a survey on the programme studied and the competences acquired, as well as on placement in the labour market, which is carried out twice a year. The results of the surveys are used for the analysis and improvement of the study programme, updating of individual study subjects, development of new study programmes, evaluation of the work of lecturers or other members of the academic community and improvement of the University of Applied Sciences activities.

¹⁰ Kolegijos direktoriaus 2021 m. vasario 15 d. įsakymas Nr. V-10 „Dėl Šv. Ignaco Lojolos kolegijos grįžtamojo ryšio veiklos kokybei tobulinti tvarkos aprašo tvirtinimo“

Table 2. Indicators for monitoring the employability of The University of Applied Sciences graduates

Study year	Number of graduates	Alumni		
		employed within 12 months of graduation	have become self-employed	as a percentage of all graduates
2017	92	77	5	89
2018	135	113	12	93
2019	98	75	9	86
2020	90	68	17	95
2021	60	54	4	97
2022	79	65	9	94

51. The University of Applied Sciences continuously collects and analyses data on graduates' employability and careers, and uses the data to improve the University of Applied Sciences performance. There is a tendency for graduates to start their professional careers while still studying at The University of Applied Sciences. On average, 92% of all The University of Applied Sciences graduates are employed and self-employed within 12 months of graduation, as shown in the data.
52. The University of Applied Sciences endeavours at making organisation and provision of academic, financial, social, psychological, personal and other support to students and data management effective and based on the principles of dignity of persons, data protection and confidentiality.
53. Information about forms of studies, their financing, objective, outcomes, evaluation of achievements, possibilities of mobility and support, etc. is provided in various modes: in respective columns on website <https://ilk.lt>, in Facebook and Instagram accounts, in the documents covering studies, on open door days for candidates to studies, on the day of information for the first-year students, in study fairs, and in the events of professional orienteering. Important and urgent information is e-mailed to students. Consultations and help in search for necessary information are provided for students in the library of the University of Applied Sciences with regard to Lithuanian and international catalogues and databases. The Centre for Future Professions is coordinating informing of students about their professional career opportunities.
54. Information about the study programmes is publicly available in Lithuanian and English on the website of the University of Applied Sciences. The managers of respective study programmes are responsible for their content. Information about relevant changes in the study programmes, curricula, and descriptions of subjects are sent to employees and teachers at the University of Applied Sciences every year.

1.4. Efficiency of personnel management

55. Management of human resources is described in the strategic plan of activities of the University of Applied Sciences for 2021–2025, other planning and organisational documents. They discuss the aspects related to management of human resources: qualification improvement, creation and validation of methodology and tools for (self)evaluation of competence of academic personnel, formation of qualitative teaching guidelines, academic internships of teachers, preparation of consultants, seminars of professional excellence and/or academic competence.
56. The number of employees is determined by the strategic goals of the University of Applied Sciences, the planned processes and resources. According to the data of 1 October 2021, there were 90 employees in the University of Applied Sciences, where 68 were teachers. In 2021, the number of teachers increased by 14,5 percent, if compared to 2020. In the analysed period, 33,82 percent of total number of teachers were formed from teachers with academic degree. 40 out of 68 teachers at the University of Applied Sciences are full-time employees, hence amounting to 58,82 percent of all the teachers employed at the University of Applied Sciences.
57. When the personnel of the University of Applied Sciences is planned, it is aimed at assurance of equal opportunities. On 1 October 2021, the staff of the University of Applied Sciences had 68 (73,3 percent) women and 24 (26,7 percent) men, where there were 49 (72,06 percent) female teachers and 19 (27,94 percent) male teachers. These indexes manifest the predominant tradition that majority of pedagogues are women.
58. During the analysis of teacher's age has been noticed that the highest number of teachers at the age of 40-49 was in the period of 2017-2021year. These numbers are affected by the requirement of the University of Applied Sciences to look for teachers, who would have long-standing practical experience in the field of study module and by the teachers motivation to share their knowledges with the students. The increasing number of teachers at age of 60-69 is noticed, but this group is composed of teachers who are science doctors, recognized artists and professionals, who are implementing their intensive professional activity.
59. The number of young teachers at age of 20-29 has decreased in 2021, but by the data of 30 th of September of 2022 there are working 4 teachers from this group of age (see table 3).

Table 3 Number of lecturers by age

Age group	Number of lecturers				
	2017	2018	2019	2020	2021
20-29	4	4	4	5	2
30-39	13	10	12	8	15
40-49	18	18	17	18	22

50-59	16	12	14	14	18
60-69	1	3	4	7	9
70-79	1	0	0	0	0

60. The number and development of pedagogical staff (see Annex 5) are directly related to delivery of current study programmes and changes in the number of students. Annex 5 shows the teachers who are employed for less than half part-time or less than three years at the University of Applied Sciences; however their input into development of the study programmes is significant because of their expert knowledge and skills and initiated changes in quality of the studies. Regardless of their work load or work experience in the University of Applied Sciences, all the teachers have practical work experience of at least 3 years.
61. Non-academic staff of the University of Applied Sciences: administration employees (director, managers of different units, personnel providing support to students, etc.); auxiliary staff (household employees) and other employees (restaurant “Arrivée”).
62. The number of administration employees was stable in 2017 – 2021 of the University of Applied Sciences, this ensures the implementation of students needs, providing academic, social and health support and also saving funds of the University of Applied Sciences. The decreasing number of employees was fixed in 2019, this decreasing number was affected by employees needs to change work functions (move to academic personnel) and decreasing number of students. The change of non – academic personnel is presented in the table No.4.

Table 4. Change of non- academic personnel

No.	Title of position	Number of employees				
		2017	2018	2019	2020	2021
1.	Administration employee	13	14	7	13	14
2.	Auxiliary staff	5	3	3	3	3
3.	Employee in the project „Complex of services for families in Neringa municipality“ (No. 08.4.1-ESFA-V-416-01-0002)	0	4	1	0	0
4.	Applied restaurant „Arrivée“ of the study programme Culinary Art	0	0	10	10	7
Total of non-academic personnel:		18	21	21	26	24

63. The University of Applied Sciences assures competence of all of its employees. Therefore, the employees are trained or new employees with the necessary competence are searched for. The search is conducted directly, via press or using databases of recruiting companies. It is desirable to be able to select a new employee from several candidates.

64. The teachers are employed and their activities are evaluated later in accordance with the qualification requirements of St. Ignatius of Loyola University of Applied Sciences¹¹ and descriptions of minimal qualification requirements for jobs of teachers and researchers of the University of Applied Sciences in the artistic field¹².
65. Non-academic personnel are employed in accordance with the qualification requirements provided in job description approved by the Director. The job descriptions are prepared by a direct supervisor of the newly formed job together with the personnel manager. Employment contracts for certain period or indefinite period may be concluded with administration employees, auxiliary staff and other employees. In addition to administrative duties, administration and other employees may also perform pedagogical and/or scientific work. When the non-academic personnel sign an employment contract, a probation period of at least three months is applied.
66. The need for teachers for the next schoolyear is planned in accordance with the curricular approved by the Academic Council that reflect the subjects in autumn and fall semesters. The need for teachers in the departments is revised in the beginning of each semester, depending on the subjects and number of students. The work load of teachers is formed for one schoolyear. The teachers are paid for contact work with students and listeners, non-contact work (preparation for lectures), non-contact work with students and listeners, methodical work, applied research and professional artistic activities. The precise structure of work load of teachers is provided in the Description of Formation of Work Load and its Recording of Teachers at the University of Applied Sciences¹³.
67. In order to facilitate adaptation of new teachers, the University of Applied Sciences is organising a meeting with new employees every year, the purpose of which is to grant the most important knowledge necessary to perform the job functions. During the meeting, the teachers are acquainted with the documents of the University of Applied Sciences that are important for their work, e-mail system @ilk.lt, internal systems of the University of Applied Sciences: virtual library and its databases, virtual learning environment Moodle, and preparation of report of the teacher's activities. The procedure of readiness of the teachers at the University of Applied Sciences to work according to the Ignatian pedagogical paradigm and the guidelines of qualitative teaching and learning for teachers and students at the University of Applied Sciences are introduced.

¹¹ Kolegijos AT posėdžio protokolo nutarimu Nr. 3 „Dėl Kolegijos dėstytojų atestavimo ir konkursų pareigoms eiti organizavimo tvarkos aprašo tvirtinimo“

¹² 2 Kolegijos AT posėdžio protokolo nutarimu Nr. 3 „Dėl Kolegijos dėstytojų ir mokslo darbuotojų, dirbančių meno srityje, minimalių kvalifikacinių pareigybių reikalavimų aprašo tvirtinimo“

¹³ Šv. Ignaco Lojolos kolegijos Akademinės tarybos 2021 m. lapkričio 16 d. posėdžio nutarimu Nr. 1 „Dėl Kolegijos dėstytojų darbo krūvio sudarymo ir apskaitos tvarkos aprašo tvirtinimo“

68. In the end of each semester, teachers account to the department for the fulfilled work load by submitting a completed questionnaire for a teacher and performance report, and in the end of each semester they fill in self-evaluation questionnaires prepared in accordance with the Ignatian pedagogical paradigm.
69. Improvement of qualification and development of competences of teachers are related to implementation of the study programmes, where the results of surveys of students play an important role. In the end of each semester, teachers are assessed by the anonymous questionnaires of students. The students are surveyed and the results are analysed to induce teachers to aim at pedagogical and professional excellence, to update the description of taught subject, to take part in the refresher courses, seminars, etc.
70. The procedures of professional improvement of teachers at the University of Applied Sciences are governed by the description of qualification improvement and internships of teachers and other employees at the University of Applied Sciences. The activities of competence improvement are organised in the University of Applied Sciences with regard to the following groups of competences: personal competences, research competences, competences of foreign languages, intercultural competences, specialist competences, and practical competences.
71. A plan of improvement of professionalism and competences of employees at the University of Applied Sciences is made for each semester. Their topics depend on the need expressed by teachers in feedback questionnaires. According to the procedure of readiness of the teachers at the University of Applied Sciences to work according to the Ignatian pedagogical paradigm, the majority of teachers are participating in recollections of spiritual development, scientific – methodical development seminars, community's discussions how to improve activities. Additionally, teachers are encouraged to learn from their colleagues working in the same field in the same or different organisation in the same or different country. The financing and incentive procedure of teachers is described in the Description of Formation of Work Load and its Recording of Teachers at the University of Applied Sciences¹⁴.

1.5. Efficiency of management of financial and material resources

72. Management of financial and material resources of the University of Applied Sciences is carried out in accordance with the valid legal acts of the Republic of Lithuania and internal documents of the University of Applied Sciences.

¹⁴ Šv. Ignaco Lojolos kolegijos Akademinės tarybos 2021 m. lapkričio 16 d. posėdžio nutarimu Nr. 1 „Dėl Kolegijos dėstytojų darbo krūvio sudarymo ir apskaitos tvarkos aprašo tvirtinimo“

73. Management of financial and material resources of the University of Applied Sciences is stressed in the strategic plans of the University of Applied Sciences for 2013-2020 and for 2021-2025. The main focus in the strategic plan for 2013-2020 was put on optimisation of the infrastructure of the University of Applied Sciences and assurance of its financial stability, while in 2021-2025 the focus is on efficient enabling of financial and material resources for training of practical, entrepreneurship and applied research skills, and assurance of advanced quality of studies and internationality of applied research activities.
74. According to the Statute of the University of Applied Sciences, responsibility for use, distribution and changes in the financial and material resources at the University of Applied Sciences is distributed as follows:
- The general meeting of stakeholders has the competence to make decisions about transfer, lease, loan for use, or mortgage of non-current assets of the University of Applied Sciences;
 - The Board has the competence: to make decisions about investments into activities of the University of Applied Sciences, participation in them, to approve the draft contracts; to enter into contracts with undertakings and acquisition of non-current assets for the price exceeding 30.000,00 euro (calculated for each individual transaction); to give recommendations to the general meeting of stakeholders to make decisions about investments of assets, transfer, lease, pledge and mortgage of non-current assets; to make decisions regarding establishment of branches or representative office of the University of Applied Sciences and termination of their activities; and to approve their regulations;
 - The Director has the competence to make decisions to acquire non-current assets for the price below 30.000,00 euro (calculated for each individual transaction), use, disposal and protection of the assets.
75. According to the Statute of the University of Applied Sciences, responsibility for reporting is distributed as follows:
- The Stakeholders approve sets of annual financial statements;
 - The Board considers and approves annual budgets, main policies and procedures of activities; considers and submits conclusions and proposals on financial accountability of the University of Applied Sciences to the general meeting of stakeholders;
 - The Director of the University of Applied Sciences is responsible for drawing up the financial accountability, submission of data and documents to the Register of Legal Entities, notification of the Board about events important for activities of the University of Applied Sciences, registration of stakeholders of the University of Applied Sciences, informing society about activities of the University of Applied Sciences, announcement of public information, and other

actions assigned to the competence of the director in the legal acts and the Statute of the University of Applied Sciences.

76. The financial resources are planned and distributed at the University of Applied Sciences according to the Procedure for Budget Formation and Control¹⁵. The purpose of budget formation is to coordinate and balance the activities of the University of Applied Sciences in such a way as to be able to foresee and distribute efficiently the available resources for the purpose of fulfilment of the set tasks.
77. The funds are allocated to the underlying fields first of all.
78. The processes of budget formation are based on the principles “from the bottom upwards” and “from the top downwards”. The budget makers of the lowest level prepare an initial budget under their responsibility (principle “from the bottom”) according to the rules of the University of Applied Sciences and correct it (if necessary) after revision by the Director and the Board tai (principle “from the top”).
79. Budgets of structural units are made and approved in the established procedure before the beginning of the forecasted year, until the 31st of October. Managers of structural units are personally responsible for timely preparation of budget plans and reports, revision of budgets, and fulfilment of the approved budget.
80. The consolidated budget of the University of Applied Sciences is made and submitted for approval of the Board before the beginning of the forecasted year, until the 30th of November. The Director of the University of Applied Sciences is responsible for timely preparation of budgets for approval, revision of the budget, and fulfilment of the approved budget.
81. Formation of modern infrastructure is one of the strategic goals of the University of Applied Sciences, therefore the annual progress in creation of attractive and competitive environment of studies is observed.
82. All the indoor and outdoor spaces are handled and the equipment is updated in consideration to the needs and recommendations of the community of the University of Applied Sciences.
83. The activities and expansion of the University of Applied Sciences are financed from the tuition fees, subsidies from the State budget, project funds, support and income from scientific and economic services (see Annex 6) (Fig. 1. Income of the University of Applied Sciences according to the funding sources in 2017 – 2021 (thousand euro).

¹⁵ Šv. Ignaco Lojolos kolegijos Valdybos 2016 m. liepos 13 d. posėdžio nutarimu Nr. 8 „Biudžeto sudarymo ir vykdymo kontrolės tvarkos tvirtinimo“

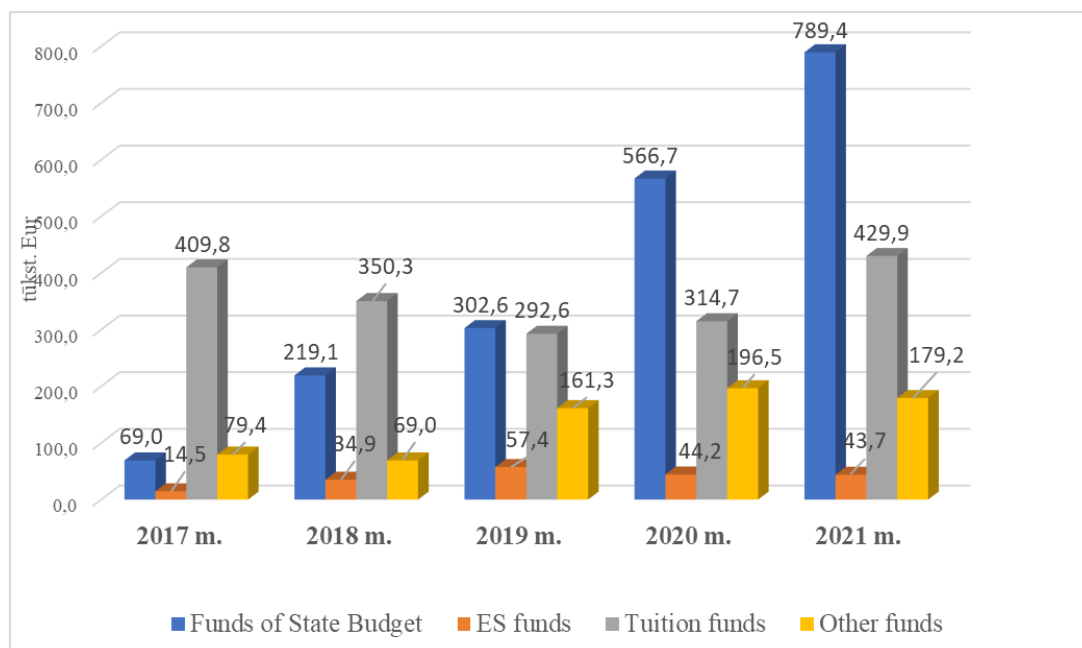


Figure 1. Income of the University of Applied Sciences according to the funding sources in 2017 – 2021

84. In order to achieve strategic goals of activities and infrastructure, various projects are prepared and implemented. They are financed by the EU funds or the State budget: funds of the Ministry of Education, Science and Sport, the Department for Affairs of Persons with Disabilities, and the Employment Service under the Ministry of Social Security and Labour.
85. In the analysed period, the following EU projects have been implemented: Erasmus+ 2017; Erasmus+ 2018; Erasmus+ 2019; Erasmus+ 2020; Erasmus+ 2021; Erasmus+ 2022; Erasmus+ ESF financing; Erasmus+ financing of guest teachers; Erasmus + SPOTTED project of strategic partnerships; Erasmus + EnLeMaH project of strategic partnerships:
- 2022-1-LT01-KA131-HED-000068156;
 - 2021-1-LT01-KA131-HED-000009877;
 - 2020-1-LT01-KA103-077549;
 - 2019-1-LT01-KA103-060227;
 - 2018-1-LT01-KA103-046657;
 - 2017-1-LT01-KA103-035156;
 - Projects of the European structural funds 2017-09.3.1-ESFA-V-709-01-0003, contract No. 2021 ESF 2017-09.3.1-ESFA-V-709-01-003-SU-49/01; 2021 ESF 2017-09.3.1-ESFA-V-709-01-003-SU-49/02;
 - No. 2019-1-ES01-KA201-064365; School Policies to Address and Detect Fake News, SPOTTED;
 - No. 2020-1-DE01-KA203-005664; Enactive Learning in Mathematics at Home, EnLeMaH.

86. The funds received from the Ministry of Education, Science and Sport are used to pay for the State-funded places and to induce the University of Applied Sciences to participate in research and development and art activities.
87. The Department for Affairs of Persons with Disabilities under the Ministry of Social Security and Labour assigns funds to support students with disabilities according to the description of procedure of provision of financial aids to persons with disabilities studying at higher education schools.
88. The Employment Service under the Ministry of Social Security and Labour awards various grants to compensate wages. The biggest financing was provided in July 2020 – July 2021 because of Covid pandemic.
89. The University of Applied Sciences attracts additional funds from other activities, such as expert consultations, informal education (courses, seminars, conferences, summer schools), ordered research, rent of inventory and premises, catering services, and various beauty services.
90. Besides, in order to achieve its objectives, the University of Applied Sciences receives support from natural and legal persons.
91. In implementation of its strategy, the University of Applied Sciences distributes its funds rationally and assures not only the major needs but also the expansion of strategic directions.
92. The University of Applied Sciences has assigned the major part of funds to quality of studies, as it aims at improvement of studies, implementation of the Ignatian pedagogical system, preparation of high-qualification specialists who are characterised by maturity of values, at investments into expansion of the infrastructure and renovation of premises, strengthening of material base of studies, and inducing IT installation.

Table 5. Financing of strategic goals according to the categories of expenses (EUR or %)

Expenses of the University of Applied Sciences according to the categories	2019	2020	2021
Wages	77,7	74,9	70,9
IT development	2,0	3,1	3,5
Assets	15,8	17,0	20,0
Qualification	4,5	5,0	5,6
In total	100	100	100

93. The University of Applied Sciences has the lecture halls used to assure the process of studies when needed. The premises used for studies satisfy the requirements of work and hygiene norms. The size of premises differs – from 6 to 78 work places.
94. The lecture halls are used for lectures depending on the size of the group of students and number of work places in the lecture hall.
95. Other premises of the University of Applied Sciences and outdoor spaces are also used for the purpose of study programmes, for example, restaurant of the University of Applied Sciences “Arrivée” with an outdoor terrace and courtyard at Vilniaus g. 29, Kaunas (founded in 2019); IT hall in Kaunas School of Information Technologies at Laisvės al. 33, Kaunas, where lectures and other sessions are conducted for students; grange of composer Stasys Šimkus and his wife Sofija at Bitininkų str. 45, Kaunas; beauty studies of applied internship of the University of Applied Sciences “Esthetique” (founded in 2019) and premises of orthopaedists technologists at V. Putvinskio str. 12A, Kaunas; creative workshop at Džiaugsmo str. 30A, Vilnius; practical training bases for study fields of social work, tourism and recreation at Beržų str. 3, Juknaičiai village, Juknaičiai sub-district, Šilutė district municipality, and at Ežerėlio str. 3, Šiluva, Raseiniai district municipality. These spaces are used for practical sessions, defence of graduation works, course papers, national and international projects, and to organise lectures.
96. Core module lectures delivered for students of different study programmes studying the same subjects are usually conducted in the lecture halls (hall 209, hall 208). Practical training and seminars are conducted in smaller halls (hall 205, hall 206, hall 207, hall 211) intended for work with one academic group. Practical sessions are held in practical training bases of respective study programmes.
97. The studies are conducted in the premises with all the necessary hardware, computers with internet access, projectors, audio and video equipment. Other hardware is supplied when it is needed for organisation of certain study subject and adjustment of appropriate study method.
98. There are 35 computerised work places in the University of Applied Sciences. Teachers may use laptops and projectors in lecture halls. All the employees may get a laptop for remote work, if needed. In exceptional cases, students at the University of Applied Sciences may also apply for laptop for certain period, by submitting a reasoned application.
99. Windows operating system (*Windows 10*, *Windows 11*), MS Office is used in common network of the University of Applied Sciences. Other applications are used in a specialised manner, depending on the particularity of the study programme. Examples of several applications used to safeguard the process of studies and to acquire practical skills: Adobe, CorelDRAW, Sketch, AutoCAD, Contour, nSoft, Elinvision 3D foot scanner, A-ONE Smart/PRO skin analyser, and other applications needed

for work and studies. As software versions are changing frequently, the University of Applied Sciences is updating them coherently. The University of Applied Sciences is using an online study system “Moodle” (the latest version 4) with additional tool “BigBlueButton” intended to conduct and record the audiovisual lectures that are later loaded into the “Moodle” system. In addition, “MS Teams” tool is used for additional audiovisual lectures when groups are bigger. “MS Office 365” Outlook system is used for communication in the internal network. In order to organise and assure the study process, the modern “BitFotIt Unimetis” system for management of study processes and data was bought. It is based on the latest platform “Microsoft Dynamic 365”.

100. IT tools for presentation of teaching/learning information are the platform of students and teachers “Unimetis” operating in the portal “Mano ILK” (My St. Ignatius of Loyola University of Applied Sciences). The students’ portal is characterised by centralised presentation of information on the study process; possibility to integrate other information systems; operation in bilingual mode (Lithuanian and English). The teachers’ portal is analogous to the students’ portal. Its main functionalities are entrance of the learning outcomes, timetables, ordering of various documents, conclusion of contracts, and submission of surveys to assess the teaching quality.
101. All the students have the opportunity to work in the institutions of social partners of the University of Applied Sciences and in practical training places using the latest software and equipment that allow acquiring practical and theoretical skills that provide firm foundation in the labour market and help to become specialists of high competence in demand in the market.
102. The library of the University of Applied Sciences is a place, where favourable information environment for studies and research is created. It assures effective services to the community members of the University of Applied Sciences, gives access to the information sources necessary for studies, research and acquisition of professional qualification both physically and online.
103. The students at the University of Applied Sciences may use the needed books and subscribed databases (EBSCO Publishing and Taylor & Francis) in the library, as well as various methodological materials, they may receive information about planning of professional career, etc. Besides, the help and consultations are provided on the issues of search for information resources and visual material.
104. Students and teachers can reach all the subscribed data basis of the University of Applied Sciences from all over the world using service of VPN. For connection it’s necessary to have internet and unique personal signing data, which are created by IT specialist.
105. The library of the University of Applied Sciences is a member of the Lithuanian consortium of information infrastructure of academic libraries to support and develop research and studies (LABIIMSPPK). It provides the University of Applied Sciences with the possibility to receive

professional help by integrating its information resources into common Lithuanian information space for research and studies. The consortium helps the ILUAS to master the automation system of library processes ALEPH (Israeli firm ExLibris). The electronic ILUAS library catalogue was introduced to systemise and register ILUAS information resources in the electronic space, and to automate the issuance and returning process of publications. Besides, ILUAS has a virtual library – an integral research system that allows searching among resources of ILUAS library, Lithuanian academic electronic library (eLABa), subscribed databases and open-access electronic resources. The resources of the library of the University of Applied Sciences allow connecting to the internationally recognised training network “Master Class.”

106. There is a possibility to order documents on the library’s website. The need of number of publications, form and storage place for studies and research has to be justified. Teachers may receive feedback about possibility to get ordered publications, terms, storage place and access conditions. The library’s readers may also log in to the common Lithuanian eLABa database to access full-text documents and various foreign resources of open access.
107. To summarise, appropriate and sufficient material resources are used in the study process, expeditious IT help is guaranteed, and continuous updating of material resources for studies is carried out: the premises are modernised, new databases, software, simulation equipment, access to storages of case studies, etc. are acquired.
108. The technical measures, equipment and other resources used for studies at the University of Applied Sciences are updated for the account of the University of Applied Sciences, in accordance with renewal plans of material resources. Computers are updated, projectors and other necessary equipment are bought by the University of Applied Sciences every year, depending on the needs and recommendations of teachers and other employees of the University of Applied Sciences.

Table 6. Recommendations made by the experts in the previous external evaluation for the area under evaluation

MANAGEMENT		
Nr.	Recommendation	How it was taken into account
1.	Revise its strategic planning documents to clearly indicate how the expected outcomes of the strategic action plan/implementation will contribute to the achievement of all aspects of the ILK mission and its chosen performance indicators.	Update the ILK strategic documents by reviewing the alignment of the results achieved in the Strategic Action Plan (implementation) with the mission and vision of the ILK.
2.	Revise its strategic planning documents, clearly linking the separate 2016 Action Plan and the 2016 Quality Policy (and subsequent years' such plans) to the Strategic Action Plan without overlapping them	Annual Action Plan and ILK Quality Policy developed in line with updated strategic planning documents
3.	Continue to be vigilant and ensure that the ILK website and other English-language publicity do not use the misleading word "university".	The use of the English name of the ILK is agreed.

2. QUALITY ASSURANCE

2.1. Functionality and effectiveness of The University of Applied Sciences internal quality assurance system

2.1.1. Documents regulating The University of Applied Sciences internal quality assurance

109. The University's of Applied Sciences internal quality management system of the studies is based on the University's of Applied Sciences strategic goals and the University's of Applied Sciences statute.
110. The University of Applied Sciences implements a continuous quality improvement strategy based on the European Higher Education Quality Assurance Regulations and Guidelines (ESG). The University of Applied Sciences community undertakes to adhere to the following quality policy guidelines¹⁶. (see Annex 7).
111. *The Quality Management System Manual* is one of the main documents of the quality management system. Its purpose is to define the functioning of the University's of Applied Sciences quality management system and the effective achievement of the identified goals, involving students, social partners, academic and administrative staff and other interested parties in the processes
112. The Head of the Quality Laboratory is responsible for preparing, reviewing, updating and publicizing the Quality Management System Manual. The head of the laboratory is not only responsible for the storage, maintenance and updating of this document, and he also ensures that at least once a year suggestions or comments for the improvement of the Quality Management System are considered by the AT and, after taking them into account, the Quality Management System Manual is improved.
113. The director of the University of Applied Sciences approves the quality policy of the University of Applied Sciences every year.
114. The University's of Applied Sciences quality management system is intended to satisfy the interests and needs of students and graduates, employees, teaching and research staff, employers, students' parents or guardians, business enterprises, public organizations, state institutions, sponsors, other social stakeholders, and society.
115. The quality management system of the University of Applied Sciences includes all main areas of the University of Applied Sciences activities, such as mission, goals, implementation of the Ignatian pedagogical paradigm and development of the University of Applied Sciences identity, administration and organization of studies, internationality of scientific applied activities, scientific

¹⁶ <https://www.ilk.lt/veiklos-kokybe/>

and business cooperation, support for students, student progress, organization of internships and implementation, student career planning and graduate employment monitoring, selection of teachers and research workers and continuous improvement of competences, development of academic culture, material resources and applied research infrastructure, external relations, quality assurance of studies.

116. Quality assurance is closely related to the community culture of the University of Applied Sciences. Quality culture is the set of values, attitudes, beliefs and expectations of the University of Applied Sciences community, obliging community members to be intellectually and socially responsible for their activities, to take personal responsibility for their decisions, to know and improve themselves well, to be open to the world and to seek continuous personal growth. The quality culture of the University of Applied Sciences is closely related to pedagogical paradigm of St Ignatius.
117. St. Ignatius of Loyola encouraged developing not only values, but also self-concept (through reflection and experience), to recognize correct (rather than regular) values and being guided by them in the service of others (work). Work done professionally (correctly) becomes valuable, not only from an economic point of view, but also from a spiritual point of view. Professionalism is developed through love for science and work. Only when the profession becomes a value for a person, and the value becomes *Magis* (more, for the greater glory of God) through service to others, comprehensive human growth is achieved.
118. Ignatius' Pedagogical Paradigm (IPP) is a tool that helps to involve the student in active participation in the study process, trying to ensure that studies are not limited to the transfer of knowledge, but also strengthen faith and form values. Paradigm is a certain cyclical method (teaching style, method) including five stages: context, experience, reflection, action, and evaluation. The procedural elements of St. Ignatius' pedagogical paradigm - experience, reflection and action present a unique method of internalizing values of Jesuit schools, which implies the cognitive, emotional and volitional processes of values, which are considered the basis of internalization of values.
119. The University's of Applied Sciences quality management system and the documents defining it are publicly available on the University's of Applied Sciences website.

2.1.2. Processes and tools of University's of Applied Sciences activity planning, implementation, monitoring, periodic evaluation and improvement

120. In order to ensure the quality of operations and continuous improvement, the University of Applied Sciences is guided by the following principles:
 - self-awareness, to know one's strengths and weaknesses, to have a vision of the world and clearly defined essential values;

- inventiveness, i.e. the courage to try innovations and adapt in a constantly changing world;
- love, i.e., the ability to look at the environment with a positive attitude to reveal one's own and others' potential;
- heroism, i.e., inspiring and igniting oneself and others to achieve more (Magis).

121. Quality Laboratory coordinates Quality management activities in the University of Applied Sciences. Quality laboratory staff are responsible for various quality management activities.
122. The Quality laboratory carries out systematic quality management, ensures a clear distribution of responsibility for the implementation of University of Applied Sciences activities and decision-making, and the involvement of all interested parties in quality improvement processes.
123. The Quality laboratory, while performing quality improvement actions, develops relations with social stakeholders, is open to changes, follows the innovations of scientific, artistic and business progress, and is able to monitor and evaluate changes in the labor market and accordingly improve the internal quality assurance system.
124. At least once a year, the director of the University of Applied Sciences considers the proposals and comments submitted by the manager of the Quality Management System, approves the plan for improving the activities of the Quality Laboratory, the implementation of the implementation, monitoring and supervision of quality processes.
125. The quality planning of the University of Applied Sciences activities is the part of quality management, which is aimed at determining quality goals and defining the necessary operational processes and the resources related to them necessary to achieve quality goals. This is a periodic assessment and self-assessment of the quality of the University's of Applied Sciences activity processes and an analysis of the effectiveness of quality management methods and tools, thanks to which the strengths of the ongoing activities are nurtured and the revealed weaknesses are eliminated so that the quality of the activities constantly meets the standards.
126. Each department of the University of Applied Sciences is responsible for the implementation of processes assigned to it, the quality of their implementation, supervision, monitoring and presentation of performance results (indicators), improvement of processes and, if necessary, publicity.
127. Feedback is one of the most important points in improving the quality of the University's of Applied Sciences activities. The description of the University's of Applied Sciences feedback organization

procedure¹⁷ approved by the University's of Applied Sciences director determines the procedure for organizing, conducting, data analysis, using and publicizing surveys of the University of Applied Sciences students, graduates, employees and social partners. The suggestions and recommendations of the survey participants are analyzed and submitted to the departments responsible for evaluation and, after their approval, for the improvement of the quality of the processes.

128. The reports of surveys conducted during the evaluation period are published on the *ILK Mano ILK* network.

2.1.3. Support for students and academic and non-academic staff

129. Academic, financial, social and personal support is continuously provided to students and academic and non-academic staff in the University of Applied Sciences . Students are introduced to the student support system during the introductory lecture week of the first year "Introduction to studies and studying".

130. *Academic support for students* includes:

- easily accessible and timely information about study forms, their financing, the purpose of studies, study results, assessment of achievements, optional subjects, schedules, mobility, career opportunities, etc., in order to familiarize with institutional issues and opportunities at the University of Applied Sciences; other various activities of the University of Applied Sciences (events, meetings, seminars, leisure and entertainment, etc.) to provide opportunities for students to improve;
- Constant counseling and support of study program curators regarding the ongoing study process;
- Permanent consultations of teachers in order to clarify issues arising in the subjects of study, discuss assigned tasks, evaluate students' progress, provide and receive feedback to both students and teachers, etc.

131. Heads of academic departments, members of study program committees, the Center for Future Professions periodically meet with students and discuss current issues and career opportunities. Mentor of study programs advises students on various academic and study organization issues. Exam results are discussed with students during the time allotted; during the exam, students are informed about the meeting time. Each faculty member spends a designated number of hours per semester advising students on homework, individual or group assignments, and/or other study-related issues. Counseling is provided live, at officially announced hours, as well as through various

¹⁷ Kolegijos direktoriaus 2021 m. vasario 15 d. įsakymas Nr. V-10 „Dėl Šv. Ignaco Lojolos kolegijos grįžtamojo ryšio veiklos kokybei tobulinti tvarkos aprašo tvirtinimo“

electronic tools such as MS Teams tool, e-mail, discussion forums and other tools that are convenient for both the teacher and the student.

132. Student representatives are also delegated to the Academic Council, study program committees, Ethics Committee and they are also invited to strategic sessions for improving the University's of Applied Sciences activities.
133. During the organization of the study process, flexible teaching methods are applied to students with fewer opportunities. They are constantly provided with academic support, study and learning time is flexibly planned, conditions are created to carry out settlements in separate classrooms and to extend the settlement time, opportunities are provided to use special software or hardware adapted to disabilities for relief. There are also split and regulated billing based on the amount of information provided.
134. Lecturers are introduced to the guidelines on the presentation of study materials so that they are accessible to students with disabilities. There are detailed instructions on how to create documents, which fonts, sizes, colors, backgrounds and formats to use in order the documents can be viewed by students with certain disabilities.
135. The values of the Ignatian pedagogical paradigm guided by the teachers at the University of Applied Sciences also help preparation for the inclusion of every student in the study process, without discriminating against them due to their disabilities.
136. Access to studies for socially sensitive groups is increased by the available technical support tools, such as portable folding ramp; adjustable ergonomic (specialized) chairs; pull-out under-the-desk, adjustable-angle keyboard tray; adjustable height tables; specialized folding tables; digital recorders; text recognition and reading device; video magnifier; microphones; Crick USB Switch Box devices allow more than 1 special needs device to be connected to a computer.
137. *Academic support for academic and non-academic staff of the University of Applied Sciences* is provided in order to ensure the professionalism of academic work, academic freedom and a democratic, trust- and creativity-promoting atmosphere in the University of Applied Sciences community, fostering the main values of the academic and non-academic community.
138. The University of Applied Sciences approves and annually carries out academic staff support in accordance with the plans for improving the professionalism and competencies of St. Ignatius of Loyola University of Applied Sciences employees, which include training for employees, e.g. conducted training during the analyzed period, such as: first medical aid training; spiritual ecology; peculiarities of management of The University of Applied Sciences subscribed databases; Interdisciplinary cooperation in developing networking and teamwork competence; Community and communality; Supervision, promoting reflection and learning; Challenges of ensuring dignity in the

institutional environment: social work perspective; Scientific information search tools; Training for working with the Moodle system (practical sessions); Office 365 e-mail system (practical sessions). The University of Applied Sciences also organizes seminars and trainings on the pedagogical paradigm of St. Ignatius of Loyola (for example, in 2019, the University of Applied Sciences organized a visit by the General Elder of the Society of Jesus, T. Arturo Sosa SJ; from 2020, annual international seminars on the application of the Ignatian pedagogical paradigm in the study process, professional and personal life are held (these seminars were given by teachers and graduates of the Loyola College of Social Sciences (India) upon request with translation into Lithuanian).

139. According to the order of preparation of The University of Applied Sciences teachers to work according to the pedagogical paradigm of St. Ignatius Loyola, most of the teachers participate in retreats for spiritual preparation, seminars for scientific and methodological improvement, and community meetings for improving activities. In addition, teachers are invited to learn from colleagues working in the same field in the same or different organizations in one or different countries (the participation fee of an international conference or seminar is financed).
140. ***Financial support for students is organized*** through the following forms of support from the State Study Fund:
 - social scholarships, i.e., support for students who receive social benefits, or are disabled, orphans, or have been placed under guardianship/care;
 - state-sponsored loans, i.e. loans to pay the cost of studies, living expenses, partial studies abroad in accordance with international agreements;
 - support for students with disabilities, i.e., support for students with a 45% disability and a lower level of work capacity;
 - reimbursement of study fees, i.e. reimbursement of the price paid for studies for those who have achieved the best results;
 - support for children of emigrants, this is support for foreigners of Lithuanian origin who came to study in Lithuania;
 - compensation for persons who have completed military service
141. Statistical data on the students of The University of Applied Sciences who benefited from the financial support provided by the State Study Fund are presented in Table 7.

Table 7. Number of students who have benefited from financial support from the National Study Fund

Financial Support for Students	2017		2018		2019	
	Number of Students	% from all Students	Number of Students	% from all Students	Number of Students	% from all Students
Social scholarship	23	5%	20	6%	16	5%
Support for foreign Lithuanians	0	0%	0	0%	1	0%
Target payout	6	1%	5	2%	3	1%
Reimbursement of the price paid for studies	5	1%	12	4%	6	2%
Loans for living expenses	10	2%	10	3%	6	2%
Loans to pay the cost of studies	48	11%	42	13%	38	12%
Total	92	21%	89	27%	70	23%
Financial Support for Students	2020		2021		2022	
	Number of Students	% from all Students	Number of Students	% from all Students	Number of Students	% from all Students
Social scholarship	9	2%	40	9%	44	9%
Support for foreign Lithuanians	0	0%	0	0%	0	0%
Target payout	6	2%	22	5%	29	6%
Reimbursement of the price paid for studies	5	1%	3	1%	-	-
Loans for living expenses	15	4%	13	3%	8	2%
Loans to pay the cost of studies	49	13%	34	8%	23	5%
Total	84	23%	112	25%	104	21%

142. One-time and other scholarships for students are provided for in the description of the procedure for awarding University of Applied Sciences scholarships.
143. One-time scholarships are awarded to students who have excellent results in scientific, artistic, creative, sports and/or student social activities and/or representing the University of Applied Sciences. The size of the scholarship is between 1 and 15 BSI (basic social benefits).
144. Other scholarships from the funds of the University of Applied Sciences may be awarded to students after the loss of one (or both) of their parents. The size of the scholarship is from 1 to 4 BSI (basic social benefits) and is paid no longer than once per year of study.
145. Disabled students without a targeted payment (160.00 EUR) are additionally provided with financial support measures from the Department of the Disabled under SADM (Ministry of Social Security and Labour) in order to meet their special study needs every month from the project "Increasing the accessibility of studies" implemented by the State Study Fund, such as: a targeted payment (112.92 EUR) each month in order to meet special needs; targeted payment to partially compensate study

costs (147.20 EUR) for each semester for those studying at state not funded study places. The financial aid measures of the Department of the Disabled at SADM are provided in accordance with the signed agreement on providing financial assistance to the disabled of September 18 2017 No. ST/2017/41. According to the data of September 10, 2022, 14 students receive support from the Department of the Disabled at SADM (Ministry of Social Security and Labour), that is 3 percent from all The University of Applied Sciences students.

146. In order to further ensure the high-quality involvement of students with disabilities in the study process, the description of the St. Ignatius of Loyola University of Applied Sciences scholarship awarding procedure¹⁸ provides for scholarships for students/free listeners who provides mentorship for a disabled or special needs student/free listener studying at the University of Applied Sciences for at least one semester. The size of the scholarship is between 1 and BSI (basic social benefits).
147. The University of Applied Sciences employee coordinating the affairs of the disabled is trained in how to communicate with the student and maintains confidentiality regarding all information about the student's health status, form of disability, severity or other health problems. Since naming the fact of disability is always a rather delicate and sensitive issue that arises when communicating with a disabled student.
148. The scholarship awarded by private or legal persons is awarded in accordance with the agreements provided by the University of Applied Sciences with other parties. Private or legal entities in the legal documents signed with the University of Applied Sciences provide for their payment procedure, amounts and periodicity.
149. The procedure for payment, refund and collection of fees for studies and services connected with studies at the University of Applied Sciences provides for the following cases of reduction of the Study Fee for students¹⁹:
 - fee reduction for one semester for a student who actively plays sports and represents the University of Applied Sciences. Student athletes can be completely exempted from the fee if they are members and/or candidates of the Olympic team, adult and youth world champions and/or prize winners of their sport, European champions and/or prize winners, winners and/or prize winners of world student championships. Student athletes may be partially exempted from the fee if they are winners and/or prize winners of the Lithuanian championships, SELL (Baltic Student Games) champions and/or prize winners, Lithuanian student champions, members of

¹⁸ Kolegijos direktoriaus 2022 m. vasario 24 d. įsakymas Nr. V-15 „Dėl Šv. Ignaco Lojolos kolegijos stipendijų skyrimo tvarkos aprašo patvirtinimo“

¹⁹ Šv. Ignaco Lojolos kolegijos direktoriaus 2018 m. lapkričio 30 d. įsakymu Nr. V-117 „Dėl įmokų už studijas ir paslaugas, susietas su studijomis, Šv. Ignaco Lojolos kolegijoje, mokėjimo, grąžinimo ir išieškojimo tvarkos tvirtinimo“

the Lithuanian adult and/or youth national teams, the fee may be reduced for them at the proposal of the head of the department implementing the program by the decision of the University of Applied Sciences director;

- fee reduction for one semester for a student actively participating in the scientific activities of the University of Applied Sciences. Students may be partially exempt from the fee if they are winners or prizewinners of world, European, Lithuanian scientific competitions, inventions patented in the European Patent Office (EPO), the United States Patent and Trademark Office (USPTO) or the Japan Patent Office (JPO). co-authors;
- fee reduction for one semester for a student actively participating in the pastoral (Christian) activities of the University of Applied Sciences. Students may be partially exempted from the fee if they have received an award from the Pope, (arch) bishop, Catholic authorities and/or other competent superior.

150. According to the decision of the Director, students may be allowed to pay tuition fees in equal installments or postpone them until a certain specified period.
151. Fees for studies are reduced when the student studies less credits than provided for in the study plan, i.e. the tuition fee for the semester is reduced in proportion to the number of credits previously studied and credited in the current semester.
152. The University of Applied Sciences financially encourages students to participate in various events. It pays travel expenses to festivals/competitions/conferences, pays the fees of the participants of such events.
153. Students of University of Applied Sciences are constantly informed about the possibilities and forms of financial support by e-mails and in the "Financial information" section created on the University's of Applied Sciences website. These information channels not only provide students with information about the proposed forms of financial support, but also explain who can receive the specified financial support and where and when to apply for specific support.
154. The Head of General Affairs, Curators of Study Programs and accounting staff advise students about the financial support provided by the State Study Fund and the University of Applied Sciences.
155. The University of Applied Sciences students have access to employment opportunities at The University of Applied Sciences practical training facilities Arrivee and Esthetique. For example, Culinary Arts students working in The University of Applied Sciences Arrivee restaurant have the opportunity to earn on average between €730.00 and €1000.00 per month or more.

156. The following types of *financial support* for the *academic and non-academic staff of the University of Applied Sciences*, are provided in the description of the payment procedure for University of Applied Sciences employees²⁰:

Allowances to salary:

- To the director of the University of Applied Sciences, his deputies, heads of academic and equivalent departments, heads of departments may be paid a bonus of 100 percent of the salary for operational efficiency;
- To the research workers of University's of Applied Sciences, other researchers and teachers for the following managerial positions: Head of the University of Applied Sciences or his deputies, heads of University of Applied Sciences departments or other equivalent academic branches;
- A personal allowance of up to 70 percent of the salary may be set for heads of non-academic departments, their deputies and heads of administrative structural departments and their deputies;
- Employees may be paid bonuses for performing urgent, important or complex work (tasks).

Premiums:

- To the director, deputies, heads of departments and other departments may be given bonuses for activities exceeding the normal workload;
- To the research workers, researchers and teachers may be given bonuses for performing the functions (duties) of temporarily absent employees, for performing additional work.
- To other employees of the University of Applied Sciences may be given bonuses for performing the functions (duties) of temporarily absent employees; for performing additional work; for the position of chairman and member of the active commission; for activities beyond normal workload

One-time cash payments and material benefits:

- for very good work during the calendar year;
- for completed one-time very important tasks;
- on the occasions of holidays established by the Labor Code of the Republic of Lithuania;
- on the occasion of anniversaries of the employee's life and working years;
- when the employee retires;
- For employees whose material condition is serious due to illness, illness or death of family members (spouse, child (adopted child), mother (stepfather), father (adoptive)), natural disaster or loss of property, if there is a written request from the employee and appropriate supporting documents are

²⁰ Šv. Ignaco Lojolos kolegijos direktoriaus 2019 m. birželio 28 d. įsakymu Nr. V- 74 „Dėl Šv. Ignaco Lojolos kolegijos darbuotojų darbo apmokėjimo tvarkos aprašo tvirtinimo“

submitted documents with legal force can be awarded up to 5 minimum monthly wages. The material benefit is paid to his family members after the death of the employee.

157. For teachers and administrative staff carrying out projects financed by international funds and programs or orders from business and economic entities may be paid allowances of up to 300 percent of the salary.
158. Financial support for employees is provided for in Contributions for studies and services connected with studies, St. Ignatius of Loyola University of Applied Sciences, in the procedure for payment, refund and recovery, which provides for the case of reduction of the tuition fee, when a University of Applied Sciences employee, his family members (parents, children, grandparents, grandchildren, spouse) are studying at the University of Applied Sciences. In this case, the tuition fee can be reduced for one semester.
159. Academic and non-academic staff of the University of Applied Sciences are financially encouraged to participate in professional development seminars and trainings by paying participation fees, per diems, and travel and accommodation expenses.
160. ***Social and personal support for students*** encourages students to be actively involved in the study process and community activities: students organize youth summer camps "Look at the profession differently", charity events "Pye Day", Advent and Lent retreats, help in Šiluva indulgences, pilgrimages, volunteering in activities, contests and competitions, organizing career days.
161. University's of Applied Sciences students are actively involved in the Jesuit youth ministry program Magis and are invited to participate in international voluntary missions around the world. These Magis events aim helping students find a deeper relationship with God and encourage them to follow the example of Christ in their daily lives and studies.
162. During the assessment of personal support for students, it is important to emphasize that studies at the University of Applied Sciences are based on the principles of Ignatian education, which allow the creation of a person-oriented education system. Such education is based not only on basic Christian values, but also on attention to each student and teacher as a unique individual.
163. In order to focus on socially marginalized groups and increase care for students with disabilities, The University of Applied Sciences signed a partnership agreement with the State Study Fund on 22/09/2016 and implements the project "Increasing the accessibility of studies" (Nr. ES3-11).²¹

²¹ According to the program, in 2019-2020 The University of Applied Sciences employees, the head of activity administration Lina Šedbarė and the head of general affairs Birutė Rakauskienė, went to training for employees of higher education institutions organized by the State Study Fund for those working with students with disabilities. During the training, the theoretical foundations of the administration of the affairs of students with disabilities were understood and practical cases of their application were familiarized. Ensuring the continuity of the project, in 2021-2022, head of The University of Applied Sciences administration Daiva Leščiuikaitienė participates in the training activities.

164. *University's of Applied Sciences students, academic and non-academic staff* can seek **psychological and spiritual help** when they experience emotional difficulties, it is difficult to study, they suffer from anxiety, feelings of loneliness, sadness, lack of motivation, when there are disagreements with others, it is difficult to make decisions, they are visited by depressing thoughts, when there seems to be no way out, as well as those affected by personal trauma, divorce, loss of a family member or serious illness, having problems at work or school, eating disorders, abusing alcohol or other drugs.
165. Psychological and spiritual counseling takes place not only for personal and issues related to psychological health, but also for studies and work, such as time planning, effective learning and teaching, lack of motivation, public speaking, etc.
166. After pre-registration, individual psychological consultations are provided by psychologist dr. Bronė Gudaitytė, spiritual support by chaplain Gytis Petras Stumbras, pastoral support by pastoral director Lina Jakelė.
167. Information about the psychological, spiritual and pastoral counseling provided at the University of Applied Sciences is available to everyone and is publicly published on the it's website.

2.1.4. Provisions and procedures for academic integrity, tolerance and non-discrimination, appeals, ethics

168. The University's of Applied Sciences academic ethics provisions, include the basic norms of professional ethics and human behavior of the academic community, and are regulated in the University's of Applied Sciences Code of Academic Ethics. New employees and students, upon signing the employment/study contract, are introduced to this document and separately sign their consent to comply with the norms presented there.
169. The University of Applied Sciences has set the following goals of the academic ethics code: to foster and consolidate the main value principles of Christian academic activity, such as the pursuit of truth and morality, academic freedom and its responsible use; to create an atmosphere promoting democratic trust, creativity and spirituality; to base the interpersonal relations of community members on evangelical and humane values; to consider the ethical aspect as an important part of solving any issue; to draw the limits of responsible tolerance in order to regulate behavior that should be avoided from the point of view of academic ethics; to help the community evaluating and solving specific situations of academic life in which questions of an ethical nature arise.

The employees who have attended the training share the information and knowledge obtained by advising The University of Applied Sciences academic and non-academic staff on how to work and how to adapt study conditions with students experiencing social exclusion and those with disabilities.

170. Every new student of the University of Applied Sciences signs a declaration of Academic Integrity, which is valid for the entire period of validity of the study contract. Declaration of Academic Integrity are kept for one year after graduation. Recognizing truth, knowledge and understanding as the highest values of study, expecting trust and fair assessment of their achievements, students and free listeners commit to the principle of academic integrity.
171. The implementation of the Code is carried out by the Ethics Committee established by the director's order, formed from the University's of Applied Sciences teachers, students, and representatives of social partners. In its activities and meetings, the Committee is guided by the work regulations of the Ethics Committee of the University of Applied Sciences.
172. During the evaluation period, the University of Applied Sciences examined one appeal regarding the violation of academic ethics in the medical technology field of study. The case involved violations of the principles of tolerance and non-discrimination. The student was found to have violated academic ethics and was given a severe warning.
173. Student appeals in the University of Applied Sciences, are examined according to the description of the procedure for handling appeals to the University of Applied Sciences²² approved by the Director of the University of Applied Sciences, determining the procedure according to which appeals are received and examined, responses to them are provided and decisions are implemented regarding positively assessed appeals. During the evaluation period, there was one student appeal regarding the evaluation of the thesis, which was resolved in favor of the student.

2.1.5. Using the results of the external evaluation in order to improve the activities of the University of Applied Sciences

174. During the period under evaluation, the external evaluations of the study fields carried out by the University of Applied Sciences took place in 2021 (Medical Technologies study area) and 2022 (Tourism and Recreation study area). In 2022, according to the external evaluation plan of studies of the fields approved by the Study Quality Assessment Center, the University of Applied Sciences submitted the self-analysis report of the field of Art studies. The last external evaluations of other study programs conducted by the University of Applied Sciences took place in 2016.
175. Study program committees and study field committees ensured that the recommendations of external evaluation experts were taken into account when improving study programs:
- the improvement recommendations of the external evaluation experts were included in the activity plans of the Quality Laboratory;

²² Šv. Ignaco Lojolos kolegijos direktoriaus 2021 m. balandžio 21 d. įsakymu Nr. V-30 „Dėl Kolegijos apeliacijų nagrinėjimo tvarkos aprašo tvirtinimo“

- the head of the Quality laboratory monitored the implementation process and progress of the recommendations, provided the necessary assistance to task executors;
 - the report on the implementation of the recommendations was provided in the activity reports of study program committees and the department.
176. After institutional assessment in 2016, the University of Applied Sciences was accredited for a period of 6 years. After receiving the conclusions of the experts' assessment, a plan for improving the University's of Applied Sciences activities was prepared. Following the implementation of the recommendations, a progress report of the University of Applied Sciences was prepared.
177. The University of Applied Sciences publicly publishes information on the evaluation and accreditation of studies with the start of a new phase of external evaluation and accreditation of higher education institutions of the Republic of Lithuania and their studies in 2019.
178. The results of the external evaluation are used to improve the University's of Applied Sciences activities. In the future, the University of Applied Sciences plans to continue paying special attention to the implementation of the recommendations of external evaluation experts.

Table 8. Expert's recommendations for evaluated field after last external evaluation

QUALITY ASSURANCE		
No.	Recommendation	How it was implemented
1.	To discuss, if the ISO certification is enough for increasing the quality and improving the management of environment, and if the efforts pays of for the supporting this sertifacation.	There was evaluated the need of ISO certification and the benefit for University's of Applied Sciences quality and improvement of the environment's management.

3. STUDIES AND SCIENCE (ART) ACTIVITY

3.1. Compatibility of studies and science (art) and compliance with strategic activity goals

3.1.1. The ongoing study and scientific (art) activities and their results correspond to the institution's mission and strategic goals

179. The ongoing study and scientific (art) activities and their results correspond to the institution's mission and strategic goals.
180. University of Applied Sciences offers eight first-cycle study programs, upon completion of which a Professional Bachelor's degree is awarded:
- three Health Sciences study programs - in the medical technology field of studies (G09) Orthopedic Technology (6531GX009) and Emergency Medical Aid (6531GX010), and in the cosmetology field of studies (G10) Beauty Therapy (6531GX008);
 - one of Technology Sciences in the field of study of food technology (F06) Culinary Arts (6531FX017);
 - Social Science study programs in the social work field of studies (J04) Social Work (6531JX003) and Pastoral Care (6531JX002) and in the field of Tourism and Recreation (L08) Hospitality Management (6531LX015), and
 - Art study program in the field of design studies (P02) - Image Design (6531PX001).
181. Some of these programs are unique in Lithuania, such as Culinary Arts, Orthopedic Technology, Pastoral Care. The Emergency Medical Aid study program was also the first study program of its kind in Lithuania.
182. All study programs consider Christian values and a holistic approach to personality as their central axis. The studies provide conditions and create an environment that helps to form a free and responsible personality, who seeks professional and general competences, is able to conduct applied research, communicates and cooperates in an interdisciplinary team, and plans his/her activities considering the changing environment. All this reflects the essence of Jesuit-Ignatian education, which is conveyed in the University of Applied Sciences mission - to carry out studies integrating science and business ideas under the guidance of the educational paradigm of St. Ignatius as a way of conducting education and activities of a Jesuit educational and scientific institution²³

²³ <https://www.ilkk.lt/apie-kolegija/>

183. The content of the University of Applied Sciences study programs is created and updated based on educational, scientific and business trends in Lithuania and foreign countries, as well as the needs of the labour market. In studies, much attention is paid to the development of students' practical skills (practices account for 30 credits out of the 180 credits that make up each study program).
184. Admission of students is carried out through a competitive admission process organised by LAMA BPO²⁴ and the Institutional Admission organised by University of Applied Sciences²⁵. University of Applied Sciences participates in general admission to Lithuanian higher education institutions and is guided by the general provisions of this admission. The process is guided by the description of the procedure for establishing a competitive queue for applicants to first-cycle and integrated studies state-funded study places and applicants for study scholarships approved by the Minister of Education, Science and Sport every year²⁶, and the description of the procedure for general admission to first-cycle and integrated studies of Lithuanian higher education institutions approved by the president of LAMA BPO.
185. Information on student admission to University of Applied Sciences (general admission dates, student admission conditions, minimum requirements for applicants, competitive score calculator) is published on the University of Applied Sciences website²⁷.
186. The admission requirements are reasonable, the rules for admission to the University of Applied Sciences study programs are approved every year by order of the Director, and are published on the University of Applied Sciences website²⁸ and the LAMA BPO website. More detailed information about the admission processes can be found on the website, leaflets, special promotional information flyers, magazine "Kur stoti" ("Where to study")²⁹, other promotional publications³⁰, education exhibitions, fairs, open days organized by the University of Applied Sciences "Your path is one" (remotely and by contact)³¹ and at roadshows with regional communities and with pupils in the institutions of general and vocational education.
187. Only those persons whose learning results are not lower than the minimum indicators approved by the Minister of Education, Science and Sport can apply for the first-cycle studies at University of

²⁴ <https://lamabpo.lt/>

²⁵ <https://www.ilkk.lt/priemimas/>

²⁶ <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/7192e4dc334e11eb8c97e01ffe050e1c?positionInSearchResults=0&searchModelUUID=1f8d4644-28b6-4201-a7e5-8c55954fc52e>

²⁷ <https://www.ilkk.lt/priemimas/>

²⁸ <https://www.ilkk.lt/wp-content/uploads/V-27-pried.pdf>

²⁹ Hospitality Management ILK – knowledge and experience in the tourism sector. <https://www.kurstoti.lt/s/8791/svetingumo-vadyba-ilk-zinios-ir-patirtis-turizmo-sektoriuje>

³⁰ <https://karjerakaune.lt/idomiausios-specialybes-besirenkantiems-studijas-kolegijose/>

<https://www.bachelorstudies.lt/universitetai/Lietuva-/St.-Ignatius-of-Loyola-University-of-Applied-Sciences/>

³¹ For example, <https://www.ilkk.lt/3260-2/>

Applied Sciences³². The competitive score is established in accordance with the description of the procedure for the competitive ranking of applicants to first cycle study places approved by the order of the Minister of Education, Science and Sport³³.

188. Applicants must have at least secondary education. Entrants to the Image Design study program take an entrance exam³⁴, which consists of two parts - drawing and composition. The purpose of the entrance exam is to check and evaluate the artistic abilities and skills of the applicants.
189. Admission to University of Applied Sciences is subject to a minimum competitive score, which is applied to admission to state-funded (hereinafter – VF), non-state-funded with a study scholarship (hereinafter – VNF/ST) and non-state-funded (hereinafter – VNF) places in the University of Applied Sciences study programs.
190. Applicants using the Institutional Admission of ILK can apply for non-state-funded places (VNF). During institutional admission, applicants are required to pass the Professional Aptitude Examination (PAE), which takes place at University of Applied Sciences.
191. Applicants through the Institutional Admission are awarded additional points for:
 - completed vocational training program (2 points).
 - completed Master's, Bachelor's, Professional Bachelor's study program (2 points).
 - motivational letter (1 point).
 - a free-form recommendation from employer, representative of the secondary/vocational school where the candidate completed his/her secondary education, representative of a non-governmental organisation of which the candidate is a member, representative of a religious community (1 point).
 - a certificate proving at least 1 year of work experience in the field of the program (1 point).
 - a certificate, attestation, diploma proving the applicant's participation in ILK activities (conferences, non-formal training courses, seminars, etc.) (not older than 3 years) (1 point).
 - a document proving volunteering for at least 6 months (volunteering in the field for which the candidate is applying (practice done at JST or University of Applied Sciences (certificate)) (0.25 points).

³²<https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/56ba28e0521e11ec86bdc0a6d573b32?positionInSearchResults=0&searchModelUUID=5ca13a8a-1893-401c-b76c-dda348537577>

³³<https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/56ba28e0521e11ec86bdc0a6d573b32?positionInSearchResults=0&searchModelUUID=5ca13a8a-1893-401c-b76c-dda348537577>

³⁴<https://bakalauras.lamabpo.lt/wp-content/uploads/2022/04/Kolegiju-bendras-aprasas.pdf>

192. During the assessment period, University of Applied Sciences applies the established highest minimum competitive score: in 2017 – 1.8; in 2018 – 2; in 2019 – 4.3; in 2020 – 4.3; in 2021 – 4.3; in 2022 – also 4.3 points.
193. The average competitive scores of students enrolled in VF places and VNF in all study programs of University of Applied Sciences are high (see Table 9).

Table 9. Competitive scores of students invited to study at St. Ignatius of Loyola University of Applied Sciences

Year	Emergency Medical Aid			Orthopedic Technology		
	Highest competitive score	Lowest competitive score	Average	Highest competitive score	Lowest competitive score	Average
2017	7,22	2,34	4,29	7,86	1,83	4,23
2018	9,2	2,04	3,7	6,52	2,15	3,77
2019	8,31	4,33	5,83	8,58	2,32	5,71
2020	9,26	4,26	5,78	9,26	4,39	6,15
2021	8,97	4,55	6,27	8,58	4,86	6,26
Year	Social work			Pastoral Care		
	Highest competitive score	Lowest competitive score	Average	Highest competitive score	Lowest competitive score	Average
2017	8,68	1,84	3,8	9,16	2,06	6,13
2018	9,68	2,02	4,15	-	-	-
2019	9,06	4,47	7,2	9,26	4,46	7,33
2020	9,08	4,32	6,17	9,6	4,71	7,18
2021	9,6	4,83	6,92	9,6	5,24	7,43
Year	Beauty Therapy			Culinary Art		
	Highest competitive score	Lowest competitive score	Average	Highest competitive score	Lowest competitive score	Average
2017	6,68	2,04	3,14	6,02	1,8	2,83
2018	6,78	2	3,16	7,6	2	5,6
2019	8,5	4,33	5,25	7,48	2,76	5,45
2020	9,53	4,53	6,65	7,14	4,37	5,77
2021	8,92	4,61	6,52	7,68	4,31	6,02
Year	Hospitality Management			Image Design		
	Highest competitive score	Lowest competitive score	Average	Highest competitive score	Lowest competitive score	Average
2017	8,44	1,82	4,08	4,92	2,6	2,93
2018	-	-	-	-	-	-
2019	-	-	-	-	-	-
2020	8,74	4,41	6,47	8,57	6,43	7,48
2021	8,88	2,83	6,25	8,79	5,43	7,2

194. Compared to other Universities of Applied Sciences, the average competitive score of those who signed VF study place contracts with colleges in 2020 is 6.03, and VNF places – 4.72. Competitive scores of those admitted to St. Ignatius of Loyola University of Applied Sciences in 2021 according to the LAMA BPO overview of the general admission to higher education institutions in 2021³⁵ are high - the average competitive score of those who signed a contract with St. Ignatius of Loyola University of Applied Sciences for state-funded study places is 7.03, and for non-funded places – 5.29 (the average competitive score for admission to Lithuanian higher education institutions was 6.06 and 4.26 respectively).
195. As of 1 October 2021, the total number of students enrolled at St. Ignatius of Loyola University of Applied Sciences is 450. All students are enrolled in full-time study programs. Table 10 shows the number of admissions and the total number of students in each program and field of study.

Table 10. Number of admissions and total number of students by study program

Study program and study field		2017	2018	2019	2020	2021
Beauty Therapy: Cosmetology field	Students admitted to the 1st year	51	39	29	26	24
	Total number of students	208	160	123	92	82
Image Design: Design field	Students admitted to the 1st year	4	0	0	9	6
	Total number of students	18	5	1	10	16
Culinary Arts: Food technology field	Students admitted to the 1st year	10	10	16	17	23
	Total number of students	10	17	31	40	52
Orthopedic Technology: Medical technology field	Students admitted to the 1st year	4	10	11	13	12
	Total number of students	33	20	21	27	33
Emergency Medical Aid: Medical technology field	Students admitted to the 1st year	21	15	20	24	17
	Total number of students	67	54	56	61	62
Medical technology field	Students admitted to the 1st year in the field	25	25	31	37	29
	Total number of students in the field	100	74	77	88	95
Pastoral Care: Social work field	Students admitted to the 1st year	11	0	21	34	22
	Total number of students	37	18	31	56	74
Social Work; Social work field	Students admitted to the 1st year	9	18	14	30	30
	Total number of students	33	32	35	59	78
Social work field	Students admitted to the 1st year	20	18	35	64	52
	Total number of students	70	50	66	115	152
Hospitality Management; Tourism and Recreation field	Students admitted to the 1st year	11	0	0	21	33
	Total number of students	41	22	11	22	53

³⁵<https://bakalauras.lamabpo.lt/wp-content/uploads/2021/09/2021-m.-bendrojo-priemimo-rezultatu-apzvalga-2021-09-21-2-1-1.pdf>

196. With the exception of Orthopedic Technology and Emergency Medical Aid, and Social Work and Pastoral Care study programs, each study program belongs to a specific study field group.
197. Some study programs have a similar average number of students each year, such as Orthopedic Technology and Culinary Arts. While the Emergency Medical Aid program shows a slight downward trend in the number of first-year students, the number of students in the Medical Technology field of studies remains stable.
198. It should also be emphasized that during the assessment period, University of Applied Sciences also initiated the inclusion of the emergency medical aid paramedic profession in the list of professions regulated in the Republic of Lithuania. For that, the University of Applied Sciences academic staff:
- carried out consultations and provided advice regarding the inclusion of the emergency medical aid paramedic profession in the list of regulated professions in the Republic of Lithuania; a proposal was submitted to make additions to the "Law on Personal Health Care Practice" (24 February 2020, Regarding the professional qualification of an emergency medical aid paramedic, Ministry of Economy and Innovation of the Republic of Lithuania);
 - provided consultations on competence building (Order of the Minister of Health of the Republic of Lithuania "Regarding the amendment of the Order No. V-895 of the Minister of Health of the Republic of Lithuania of 6 November 2007 'On approval of requirements for the provision of emergency medical services'", dated 5 July 2019, No. V-791);
 - in 2019, suggestions and comments were submitted for the project "Norm of Lithuanian Medicine" MN 135:2019 "Paramedic".
199. The initiated and approved changes created the basis for consolidating the emergency medical aid paramedic profession and specifying the competencies of this profession, which will have a positive impact on the choice of the Emergency Medical Aid study program provided by University of Applied Sciences.
200. In 2017, 2018 and 2019, no students enrolled in the Image Design program. In 2020, 9 students enrolled in the Image Design study program (7 VF and 2 VNF) and in 2021 - 6 students (VF). Those who have chosen these studies are usually already active in the creative industries and are more motivated to pursue higher education and develop their specialisation in design. In order to further develop the study program and attract more students, University of Applied Sciences updated the content of the study program, which reflects the development trends of modern creative industries (digital design, sustainable creative processes, image formation in the media, etc.). It is likely that after University of Applied Sciences becomes a member of the National Association of Creative

and Cultural Industries on 13 September 2022, the study and research processes in the Design field will gain an even greater momentum of innovation.

201. From 2019 there is an increasing enrolment in the social sciences programs of University of Applied Sciences, and this growth is still ongoing (especially in the Pastoral Care study program). Following the implementation of the communication strategy, especially targeting the regions, the study program of University of Applied Sciences began to be chosen especially by residents of the peripheral regions of Lithuania, often already working in the field of social work or pastoral care, but who due to the geopolitical situation in Lithuania at the time (more than half of the applicants are 40 years old or older) and /or personal reasons could not pursue their studies in this field and gain the latest international knowledge and skills.
202. In the case of the Hospitality Management study program, there were no applicants in 2018 and 2019. In 2020, 20 students enrolled in the HM study program (VF) and in 2021, 31 student (27 – VF, 4 – VNF). According to admission data, in 2020, 16 students from regions, small towns, 4 students - from the major cities enrolled in the HM study program. Analysing the 2021 data, 23 students enrolled in this study program lived in the regions, 8 students - from the major cities of Lithuania. It should be noted that in 2021, 12 free listeners have been admitted to the HM study program, who are also from the regions. Such positive admission results were due to the orientation of the Hospitality Management study program to the regions and the corresponding marketing and communication strategy aimed at them.
203. A constant downward trend is observed in the Beauty Therapy study program. On one hand, it is also determined by the demographic situation in Lithuania - the constantly decreasing number of graduates who have completed general education schools, the ongoing profiling in secondary schools, and the growing popularity of studies abroad. For some potential students, an obstacle to study since 2017 was the minimum competitive score that has been continuously increased (in 2018 – 2, from 2019 – 4.3), the number of mandatory exams has been increased, a targeted selection of them has been formed, and the minimum quality indicators for passing individual exams have been formed.
204. The COVID-19 pandemic has had a negative impact on the attractiveness and coverage of services in the field of cosmetology in Lithuania and abroad.
205. It should also be emphasized that in Lithuania the description of the Cosmetology field of studies has not yet been approved, which causes challenges in the definition of competences. University's of Applied Sciences lecturers actively participate in the development processes of the legal regulation of cosmetologist qualification. For example, Jūratė Jocienė, a member of the PASP (complementary and alternative healthcare) development committee, participated in the preparation

of the order no. V-2199 of 6 October 2020 of the Minister of Health of the Republic of Lithuania "On the approval of the list of specific services assigned to groups and/or subgroups of services in the fields of complementary and alternative health care and the description of the procedure for drawing it up", which legalised the services of aquatic therapies and body aromatherapy in the group of body care services for good psychophysical well-being in the field of health recreation, and of facial therapies and facial aromatherapy in the group of facial care services for good psychophysical well-being in the field of health recreation. The lecturer was also involved in the development of a model protocol for the provision of the PASP body aromatherapy service.

206. With the expected significant improvement in the pandemic situation and the continuation of the marketing strategy to increase the attractiveness of the program, the situation should change.
207. In the years 2017-2021, a Professional Bachelor's qualification diploma was awarded to a total of 475 graduates (see Table 11).

Table 11. Number of graduates according to study programs and fields in 2017-2021

Study program	2017	2018	2019	2020	2021	Total
Beauty Therapy: Cosmetology field	43	72	53	48	30	246
Image Design: Design field	12	7	4	0	0	23
Culinary Arts: Food technology field	0	0	0	3	5	8
Orthopedic Technology: Medical technology field	9	15	7	2	5	38
Emergency Medical Aid: Medical technology field	0	14	15	17	10	56
Medical technology field	9	29	22	19	15	94
Pastoral Care: Social work field	0	6	4	6	1	17
Social Work; Social work field	7	13	6	4	10	40
Social work field	7	19	10	10	11	57
Hospitality Management; Tourism and Recreation field	21	8	10	8	0	47

208. As can be seen from the table, the highest number of graduates is for the Beauty Therapy program and the lowest for the Culinary Arts program, which was established in 2017, so the first graduates will not be found before 2020. In the case of the Hospitality Management and the Image Design study programs, not all years have had first year applicants, so in some years zero graduates are observed.

209. University of Applied Sciences graduates are an important part of the University of Applied Sciences community. Some of them get involved in the activities of the ILK Alumni Club³⁶, some of them get a job in the companies of existing partners of University of Applied Sciences or start their own companies and become initiators of new partnerships or strengthen the existing partnerships. Graduates are actively involved in the generation of insights for study programs, participate in the defence of final theses, read seminars as invited guests.
210. It should be noted that not all students graduate on time, i.e. within three years. The main reasons for not completing studies on time are personal and complex, such as raising children, illness, change of residence, work activities, which make academic leave or study breaks inevitable. It should also be emphasized that in some fields of study, especially Social Work and Tourism and Recreation, the average age of students is more than 40 years; for example, in the field of Tourism and Recreation in 2020 - 41.15 years, and according to the 2021 data, it is 49.06 years old, and this affects the complexity of the challenges experienced in completing studies on time due to family and business responsibilities.
211. Another important reason why not all students graduate on time is the early entry of students, especially advanced students, into the labour market – such advanced students are paid a good salary for quality work, which encourages such students to work more and not focus on their studies. This is more pronounced especially in the Orthopedic Technology and Culinary Arts study programs.
212. Share (percentage) of students who completed their studies in the fields and levels of the higher education institution on time in the last 5 years (see Table 12)

Table 12. Ratio between the admitted students and those who successfully completed the field on time, HM

Year of admission	Year of graduation	Number of students admitted to studies	Number of students graduated	Graduated student's ratio
Hospitality Management				
2017	2020	11	8	73%
2018	2021	0	0	0%
2019	2022	0	0	0%
Pastoral Care				
2017	2020	11	7	64%
2018	2021	0	0	0%
2019	2022	21	15	71%
Social Work				
2017	2020	9	4	44%

³⁶ <https://www.facebook.com/ilkalumni/>

2018	2021	18	10	56%
2019	2022	14	9	64%
Emergency Medical Care				
2017	2020	21	17	81%
2018	2021	15	10	67%
2019	2022	29	23	79%
Orthopedic Technology				
2017	2020	4	2	50%
2018	2021	10	5	50%
2019	2022	11	4	36%
Culinary Art				
2017	2020	10	3	30%
2018	2021	10	5	50%
2019	2022	16	3	19%
Beauty Therapy				
2017	2020	52	48	92%
2018	2021	39	30	77%
2019	2022	29	25	86%
Image Design				
2017	2020	4	1	25%
2018	2021	0	0	0%
2019	2022	0	0	0%

213. In order to reduce the reasons for students to drop out of their studies early, University of Applied Sciences is developing a mentoring system that helps students develop the skills needed in the study process and get involved in the University of Applied Sciences community.
214. It should be emphasised that University of Applied Sciences ensures the implementation of University of Applied Sciences strategic goals through its studies and scientific activities. Table 13 explains the alignment between the ILK strategic goals for 2016-2020 and the results of studies and research (art).

Table 13. Alignment between the ILK strategic goals and the results of studies and research (art).

Ref. no.	University of Applied Sciences strategic goals	Correspondence between the results of studies and research (art) at University of Applied Sciences
1.	To provide high-quality higher education at University of Applied Sciences	This goal is achieved primarily by introducing the Ignatian system of education into the content of studies in order to prepare highly qualified specialists with a maturity of values, in line with the country's prospects for economic and social development, and the requirements of regional policy implementation.

	that meets the needs of the times	In developing the study programs, University of Applied Sciences focuses on the training of professionals (with a particular focus on regions) to achieve harmony with oneself on a spiritual, psychological and physical level, as well as with the external environment, by applying the principles of sustainable development, which is only possible through innovation and the application of scientific and artistic results, and by preparing specialists who are able to apply the synergy of science and business in their specific professional activity.
2.	To develop applied research and professional art	<p>For each study program, University of Applied Sciences formulates the task of developing applied research in science and arts aimed at innovation in the fields of activity of the study programs, improvement of the quality of studies, and regional innovation cooperation.</p> <p>The study programs of University of Applied Sciences are unique in their content and value provisions, therefore, in order to preserve the preconditions of the intellectual and value potential of the study programs, the aim is to carry out students' final theses (artistic projects), focusing their topics on relevant problems arising in specific professional fields, finding ways of solving them by means of the strategies and methods of scientific and artistic applied research and artistic activities.</p> <p>The topics of the final theses (art projects), their relevance and problems are formulated from specific practical activities, paying special attention to the formulated directions of scientific and artistic applied research in the specific field of study.</p>
3.	To develop material and financial resources for the training of practical, entrepreneurial and applied research skills	<p>The premises used for studies are equipped with the necessary equipment for studies, computers with Internet access, projectors and the necessary audio-visual equipment. Other technical equipment is provided when it is necessary for the organisation of a particular study subject and for the proper application of study methods. The University of Applied Sciences library has 10 computerised workstations for independent work. The library website has a document ordering facility, which justifies the need for the quantity, form and storage space of publications needed for studies or science and art. Students use the University of Applied Sciences library for their studies³⁷. Readers of the library can also connect to the full-text documents of the common Lithuanian eLABa database and various free access foreign resources. Subscribed databases: EBSCO Publishing and Taylor&Francis.</p> <p>University of Applied Sciences is developing a network of practice placements. As examples of these places, the ILK premises and outdoor spaces are outstanding, such as the ILK restaurant "Arrivée" with an outdoor terrace and courtyard on Vilnius street 29, Kaunas; IT auditorium at the Kaunas School of Information Technologies, Laisvės al. 33, Kaunas, where lectures and other activities for students take place; the homestead of the composer Stasios Šimkauskas and his wife Sofija, located on Bitininkų str. 45, Kaunas; premises of the University of Applied Sciences applied practice beauty studio "Esthetique" at V. Putvinskio str. 12A, Kaunas, and creative workshops on Džiaugsmo str. 30A, Vilnius.</p> <p>Various practical activities are also carried out in the premises of the University of Applied Sciences Lithuanian and foreign partners.</p>
4.	Develop the competences of the Ignatian pedagogical paradigm at a systemic level	<p>University of Applied Sciences aims to conduct studies that integrate science and business under the guidance of the Jesuit educational paradigm of St. Ignatius. The learning outcomes of the ILK study programs are aimed at practical activities, enabling the student to operate in the chosen professional field, to create and develop a business.</p> <p>Annual seminars on the Ignatian pedagogical paradigm are organised for the academic community of University of Applied Sciences – students, teachers and</p>

³⁷ <https://www.ilkk.lt/biblioteka>

		other staff, with presentations by representatives of Lithuanian and foreign Jesuit institutions. Teachers and students are given the opportunity to participate in international Ignatian leadership and Ignatian paradigm training at partner institutions abroad.
5.	To improve the quality management system by strengthening the internationality of University of Applied Sciences	<p>Implementing its mission and strategic goals, KUAS has developed and periodically improves the quality assurance system, which is an integral part of KUAS strategic management and meets the requirements of the Law on Higher Education and Research of the Republic of Lithuania, implementation of the European Credit Transfer and Accumulation System (ECTS), standards and guidelines of the European Higher Education Area quality assurance (ESG).</p> <p>The quality assurance of studies at the level of study programs is based on the responsibility of University of Applied Sciences for the quality of studies and its improvement, data of systematic surveys, involvement of all stakeholders (students, teachers, administration, graduates, employers, social partners, etc.) in study quality assessment and improvement processes, clear and transparent sharing of responsibilities, creating a favourable environment for quality assurance and improving it.</p> <p>The internationalization strategy of University of Applied Sciences has been developed, defining internationalisation indicators, measures and phasing for their achievement. The strategy identifies academic mobility as one of the most important tools for improving the quality and competitiveness of studies. Study programs are updated in line with international trends. According to the strategy, by 2027, all study programs will be fully prepared for teaching in English.</p>
6.	Effectively manage and expand the staff	The University of Applied Sciences is developing a high level teachers team and creates teacher's qualification upraising system, paying attention to these groups of competences: personal competences, researches executing competences, didactical competences, practical competencies. The biggest part of funds was planned for teachers's qualification during the evaluated period.

215. The strategic plan of the University of Applied Sciences for 2021-2025 also emphasizes the qualitative development of studies, the development of applied research in art and science; development of human, material and financial resources; personnel developments; aspects of the development of the quality management system, but at this stage the main focus is already on developing the *systematic character and internationality* of these aspects , in order to ensure a targeted orientation towards personal and community education, involving community members belonging to sensitive groups of society and ensuring that the best talents are revealed.
216. Students with special needs may study according to an individual study plan regulated by the Director's order³⁸. Socially vulnerable groups are exempted from the registration fee, the possibility to park their car near the University of Applied Sciences premises, and receive a mentor during their

³⁸ The description of the procedure for the provision of an Individualised Study/Learning Plan, approved by the Order No. V- 51 of 6 May 2019 of the Director of St. Ignatius of Loyola University of Applied Sciences

studies³⁹. Financial support is provided to this mentor based on the description of the University of Applied Sciences Scholarship Awarding Procedure.

217. In the case of international mobility, mixed (physical and virtual) mobility is considered for socially disadvantaged students. These students also receive additional ERASMUS+ funding for such activities.
218. By focusing on the individual needs of the student, studies have been made accessible to groups such as: full-time workers, mothers with one or more young children, people with partial disabilities, etc. Lectures, ongoing consultations on assignments, coursework and other important study issues are discussed in the MOODLE or TEAMS environment and by contact.
219. The University of Applied Sciences implements and supports measures to ensure the successful involvement of *each* member of the University of Applied Sciences community in the processes of studies and scientific applied activities.
220. Academic, financial, social and personal support is provided to students on an ongoing basis.
221. Academic support for students encompasses the following aspects:
 - Easily accessible and timely information about:
 - studies, including information that is useful to students in choosing subjects according to their individual study needs;
 - University of Applied Sciences activities (Director's orders, rules, mobility opportunities, information on student support, career opportunities, etc.) in order to raise awareness of institutional issues and opportunities within University of Applied Sciences;
 - various other activities of University of Applied Sciences (events, meetings, seminars, leisure and entertainment, etc.) to enable students to develop;
 - Constant counselling and support of study program curators regarding the ongoing study process;
 - regular consultations by teachers in order to find out the issues that have arisen in the study subjects, to discuss the given tasks, to evaluate the progress of the students, to provide and receive feedback to both students and teachers, etc. Information about studies is provided through various communication channels and means.
222. During the introductory study week, first-year students are introduced to the study procedure, opportunities to study abroad under the Erasmus+ program, the advantages of student representative body activities, information about library resources, equipment for studies, etc. During this study subject, students are introduced to the profession, the University of Applied Sciences environment,

³⁹ By the Order No. V- 15 of 24 February 2020 of the Director of St. Ignatius of Loyola University of Applied Sciences | "Description of the St. Ignatius of Loyola University of Applied Sciences Scholarship Awarding Procedure".

the academic departments, a lot of attention is paid to the requirements of real workplaces, the study program, the organisation of the study process, discussions on the career plans, and portfolios of achievements are started to be formed.

223. A study program curator is appointed for the academic student course/class, who introduces students to the University of Applied Sciences study regulations, helps students adapt in the academic community, advises on relevant study, learning and social issues and helps solve existing problems related to the study process. The study program curator communicates with students, helps them adapt successfully in the first year, analyses their study results, problems related to the study process throughout the study period, encourages volunteering and active social position. If necessary, students are advised on studying, career opportunities, international mobility, studying on an individual study schedule, repeating courses, retaking exams, and other issues.
224. Individual or group support for students is organised. During the first lecture, the teacher of the study subject presents to the students the program of the study subject, what knowledge is planned to be provided and abilities developed, main topics, individual work tasks, literature, deadlines and assessment methods, exam assessment procedure. All students, after agreeing on a consultation time, have the opportunity to consult with teachers individually. The teacher advises students on homework, individual or group assignments and/or other matters. Consultations are provided directly or using various electronic means. During the first lecture, students are introduced to the description and requirements of the study subject. The head of academic department, the supervisor, the teacher and other members of the administrative staff acquaint students with the University of Applied Sciences study procedures. Student counselling becomes especially active during exam sessions, when writing term papers and other written assignments. The study program curator and the head of the department provide students with regular information on curriculum updates and other processes related to curriculum management. At University of Applied Sciences, all students are given the opportunity to credit competences acquired in a formal way, both after graduating from higher education institutions and vocational training institutions. In implementing the principle of the transferability of competences, students who have acquired professional competences in accordance with the University of Applied Sciences procedures are credited with the credits of the relevant study subjects.
225. In order to provide students with timely information about their studies, they receive personalised emails. All students are provided with a personal named email account. Students use a portal specially created for them ("Unimetis" study administration system), where they can perform certain actions, receive informational messages intended for them, and view their grades. University of Applied Sciences has a Facebook account, which includes information relevant to students. General

information and news are published on the University of Applied Sciences website. These tools increase the motivation of new students and encourage them to strive for high academic achievements.

226. University of Applied Sciences promotes teaching/learning and study opportunities, and encourages local and international cooperation by exhibiting at the international learning, knowledge and career planning exhibition "Studijos".
227. Students can and are encouraged to independently participate in trainings and seminars organized by University of Applied Sciences or other institutions. Special seminars are organized at University of Applied Sciences, where students are taught how to learn, are introduced to the activities of various companies, work culture and organization, market needs and trends of its change. A considerable amount of attention is paid to presenting the quality teaching and learning guidelines of the University of Applied Sciences teacher and student, where the socio-cultural, personal competences and characteristics of learning to learn are especially important. Entrepreneurs and scientists from Lithuania, Latvia, Ukraine, France, Germany, India, etc. are invited to give seminars.
228. University's of Applied Sciences students have free access to the internal systems: distance learning system Moodle, BigBlueButton tool for conducting and recording remote audiovisual lectures, Moodle system, MS Teams tool. The MS Office 365 system is used for communication in the internal network. BitFotIt Unimetis study processes and data management system is used to organize and ensure the study process.
229. Teachers have prepared descriptions of subjects in accordance with the form approved by University of Applied Sciences, which specify the content and scope of the study program, study methods and the procedure for evaluating the learning outcomes, the scope of independent work, a list of the literature and other sources of information required for the studies, and the necessary methodological instructions for the studies. These descriptions are given to each student before the subject is taught. This is stipulated in the description of the study regulations of University of Applied Sciences. Head of the academic department, the program supervisor, the teacher and other employees are presenting the study organization procedure to the students during meetings in academic groups. All students have the possibility to consult with teachers as needed by individually coordinating consultation times. Student counselling becomes especially active during exam sessions, when writing term papers and other written assignments.
230. Students have the possibility to study according to *individual study schedules*. This is provided for in the study regulations of ILK. On the recommendation of the Head of the academic department and the curator of the study program, the formal features of the available documents and studies are evaluated and an individual study plan is drawn up for the student, which includes the required

credits to be taken and the duration of the studies. The student shall take the required subjects together with the academic group to which the relevant subject is being taught at that time. The records of study results are kept by the Head of the academic department and the supervisor of the study program. All results are recorded in the transcripts.

231. Heads of academic units and members of study program committees periodically meet with students and discuss current issues and career opportunities. Curator of study programs advises students on various academic and study organization issues. Exam results are discussed with students during the time allotted for this purpose; during the exam, students are informed about the meeting time. Each teacher spends an allocated number of hours per semester advising students on homework, individual or group assignments and/or other study-related issues. Consultations are provided directly, during officially announced hours, as well as using various electronic tools, such as the MS Teams tool, e-mail, discussion forums and other tools that are convenient for both the teacher and the student.
232. Seminars are organized for students to help them learn how to work with databases and conduct scientific-applied research.
233. Student representatives are also delegated to the Academic Council, study program committees, Ethics Committee, and are invited to strategic sessions for improving the ILK activities.
234. University of Applied Sciences provides all kinds of social and personal support to students to help them develop their identity and engage in community activities. Studies are based on the principles of Jesuit education, which allow for the development of a person-centred education system. Such education is based not only on fundamental Christian values, but also on attention to each student and teacher as a unique individual. Students enrolled in the University of Applied Sciences take the 3-credit course “The Philosophy of the Pedagogical Paradigm of St. Ignatius of Loyola”, which helps them to identify distinctiveness of University of Applied Sciences through the presented Ignatian pedagogical paradigm. The University’s of Applied Sciences complex student support system encourages students to be actively involved in the study process and community activities: students organize youth summer camps "Look at the profession differently", charity events "Pie Day", Advent and Lent retreats, assist at indulgence feasts in Šiluva, pilgrimages, volunteer activities, in contests and competitions, organizing career days.
235. The academic community of University of Applied Sciences is enriched by the insights of the pedagogical paradigm of St. Ignatius of Loyola and through international seminars led by foreign lecturers.
236. University’s of Applied Sciences administrative staff themselves participate in various trainings to better serve the interests of institution’s members. For example, University’s of Applied Sciences

employees (L. Šedbarė, B. Rakauskienė) in 2019-2020 went to the training of employees of higher education institutions organized by the State Studies Foundation, intended for those working with students with disabilities. The training focused on the following topics: "Human rights-based concept of disability and higher education", "Individualization of studies for students with mental disabilities", "Individualization of studies for students with disabilities", "Technical assistance and alternative learning tools. Management in a higher education institution", etc. The training covered the theoretical basics for the administration of the needs of students with disabilities, as well as their practical application. To ensure the continuity of the project, the training activities for 2021-2022 are attended by Daiva Leščiukaitienė, the head of operational administration of University of Applied Sciences, and Gintautė Guogė, the curator of study programs. The training consisted of 4 modules, which covered the following topics: Students with disabilities in Lithuanian higher education institutions: trends, factors, experiences; A human rights-based model of disability: from discrimination to equality; United Nations Convention on Persons with Disabilities: State obligation and measures to ensure equality and non-discrimination; Mental health care system in Lithuania; Lithuanian mental health strategy; Adaptation of appropriate study conditions for students with psychosocial disabilities, etc.

237. University's of Applied Sciences students can seek psychological and spiritual help when they experience emotional difficulties, when it is difficult to study, they suffer from anxiety, feelings of loneliness, sadness, lack of motivation, when there are disagreements with others, it is difficult to make decisions, when they experience depressing thoughts, when it seems that there is no way out. Also those affected by personal trauma, divorce, loss of family members or serious illness, having problems at work or school, eating disorders, alcohol or other substance abuse. Psychological and spiritual counselling is available not only for personal issues and issues related to psychological health, but also for study issues: time management, effective learning, lack of motivation, public speaking. Individual psychological counselling is available by appointment from psychologist Dr. Bronė Gudaitytė; spiritual support is provided by Chaplain Gytis Petras Stumbras, and pastoral support by Pastoral Coordinator Lina Jakelė.
238. Financial support for students is organized through social scholarships, state-assisted loans (for tuition fees, living expenses, partial studies abroad); support for students with disabilities; tuition fee reimbursement; support for expatriate children with opportunities provided by the State Studies Foundation; one-off scholarships. Applications for the social scholarship are filled out twice a year. Additional applications are accepted each month if funds become available. The amount of the social scholarship is 6.5 basic social allowances (BSI), i.e. EUR 299 per month. Students applied for social scholarships and state-assisted loans during the assessment period and were granted access

to support. One-off scholarships are awarded to students who excel in scientific, artistic, creative, sports and/or student social activities, and/or in representing the ILK. The scholarship is between 1 and 15 BSI. Other scholarships may be awarded to students who have lost one (or both) of their parents. The scholarship is in the amount of 1 to 4 BSI and is paid no longer than and awarded once per academic year. The tuition fees paid are reimbursed to the highest-performing graduates of the VNF study places in one year of study.

239. The following financial aid measures are provided to persons with disabilities: a targeted allowance (EUR 147,20) per month for special needs for each semester of study at VNF study places; a targeted allowance (EUR 160) per month for special needs with the funds of the project "Increasing accessibility of studies" carried out by the State Studies Foundation. The allowances are granted for one semester.
240. Various study forms (full-time and full-time remote) and methods (contact - classroom, distance studies, mixed, consultations, practical training, learning according to an individual plan) are flexibly applied at University of Applied Sciences, encouraging students to get maximally involved in the study process and become active participants in it.
241. The use of distance learning was stimulated by the COVID-19 pandemic, which has also highlighted the need for new methods of teaching/learning and assessment of achievements, and for the didactic and technical skills required for remote work. With the introduction of restrictions on contact lectures due to the 2020 COVID-19 pandemic, lectures have moved into virtual space, requiring both lecturers and students to adapt to different forms of teaching/learning. Active cooperation between the University's of Applied Sciences IT specialists and administrative staff in order to transfer all the necessary information and knowledge to the University's of Applied Sciences teachers and students to prepare them for distance learning successfully ensured a smooth and uninterrupted study process. Lectures, meetings, trainings and other study activities were successfully conducted online via MOODLE and TEAMS platforms. Currently, the study program is a blended study program with both distance and face-to-face teaching/learning.
242. Studying both in contact and remotely ensures a variety of studying methods - passive, active and interactive study methods. Passive methods include lectures, individual and group consultations, case studies, etc. Priority is given to applying active methods such as design, practical classes, creative seminars, practices, report preparation and presentation. During the COVID-19 pandemic, the use of interactive methods such as virtual teleconferencing using virtual environments, online training materials, video lecture products has increased.
243. Scientific (applied science, art) activities are financed from the state budget funds in accordance with the Regulation on the Annual assessment of research and development, arts activities of

colleges, approved by the Order of the Minister of Education and Science of the Republic of Lithuania No. V-575 of 15 June 2018 and by the Order of the Minister of Education, Science and Sport of the Republic of Lithuania No. V-575 of 25 July 2019. V-858), the Description of the Procedure for submission of data on the results of research and development, arts activities of colleges for annual evaluation, approved by the Order of the Minister of Education, Science and Sport of the Republic of Lithuania No V-1593 of 2 September 2021 and the wording of the Order of the Minister of Education, Science and Sport of the Republic of Lithuania No. V-840 of 25 May 2022.

244. Each year, The University of Applied Sciences submits a report on the work performed (in the form of the report provided in the Annex to the Regulation on the assessment of research and development, arts activities of colleges) and the University's of Applied Sciences plans for carrying out research, experimental development and artistic activities, indicating the type of work, the name of the work, the persons performing the work, and the duration of the work, in hours (Order No. V-101 of the Director of St. Ignatius of Loyola University of Applied Sciences on the state budget allocations for the year 2018 to promote the ILK's participation in research, experimental development and artistic activities, of 16 October 2018; Order No. V-88 of the Director of St. Ignatius of Loyola University of Applied Sciences on the state budget allocations for the year 2019 to promote the ILK's participation in research, experimental development and artistic activities, of 26 August 2019; Order No. V-69 of the Director of St. Ignatius of Loyola University of Applied Sciences on the state budget allocations for the year 2020 to promote the University of Applied Sciences participation in research, experimental development and artistic activities, of 31 August 2020).
245. In addition to the funds of the state budget, scientific activities are also financed from the funds of University of Applied Sciences. Scientific activities are planned and, as needed, hours are estimated and allocated for scientific activities initiated by University of Applied Sciences teachers. University of Applied Sciences follows a defined plan of scientific research, experimental development and artistic activity in different study fields.
246. University of Applied Sciences seeks that research and experimental development activities be initiated by submitting project applications, thus these activities could also be initiated from project funds. In 2020, a project application was submitted under Reg. No. P-DNR-21-21 in response to the Lithuanian Science Council call for DNA short-term (necessary) research projects in the fields of health and education and training on the topic "Evaluation of the impact of COVID-19 on the mental health of the Lithuanian population, risk behaviour (consumption of alcohol and other psychotropic substances, gambling habits) and development of a model for the provision of mental health care

services in the context of the crisis situation caused by COVID-19". Five University's of Applied Sciences lecturers teaching in the evaluated field of study are included in the project application.

247. Currently, University of Applied Sciences is developing a communication strategy and motivational system for the activation of scientific activities, so that teachers are actively involved in the University's of Applied Sciences applied activities of science and arts. The description of minimum qualification requirements for ILK teachers and research employees is approved by the Order No. V-96 of 14 December 2015 of the Director of St. Ignatius of Loyola University of Applied Sciences.
248. Each student is also encouraged to engage in applied research. Students are constantly provided with information about the possibility of writing scientific articles, papers, and participating in international conferences. The library employee regularly, by e-mail, and during the introductory and Research Methodology lectures informs about the use of international databases – University of Applied Sciences subscribes to EBSCO Publishing, Emerald Insight and Taylor & Francis databases. By participating in scientific-practical conferences, students get to know the latest developments in professional training, rehabilitation and other scientific achievements, practical activities. The teachers of study subjects seek and create conditions to incorporate these activities into the study process.
249. It should be emphasized that the scholarship award regulations provide material incentives for students for their scientific achievements.
250. In order to increase the involvement of students and teachers in scientific applied activities, in the strategic plan of University of Applied Sciences for 2021-2027, the harmony between voluntary and active scientific applied activities is emphasized. With a view to continuity and coherence in research and development, this plan defines the areas of research and experimental development in which the University of Applied Sciences teachers and students can be involved from the beginning of their time at University of Applied Sciences, thus increasing their specialisation and the scope of their research. In order to promote the development of students' written, communicative and research competences, and the dissemination of conducted research, the strategic plan envisages that until the defence of the final thesis in the sixth semester of study process, students together with their supervisors will participate in at least one scientific conference, presenting a report and/or article.

3.1.2. The level of scientific (artistic) activity is sufficient for the studies conducted by the higher education institution

251. **Production and dissemination of scientific and artistic works.** During the assessment period, University of Applied Sciences produced scientific articles in the field of study, published in international scientific journals, books and conference proceedings (see Table 14).

Table 14. Dissemination of the University of Applied Sciences research results

Field of study	Description of scientific work	Study program
Management (S003)	Grumadaite, K. (2020). Sustainable emergence of regional tourism clusters: the approach of complexity theory – ICTR 2020, 27-28 March, 2020, Universidad Europea de Valencia, Spain / Edited by: Dr. José Martí-Parreño, Universidad Internacional de Valencia, Dr. Roberto Gómez-Calvet and Dr. Javier Muñoz de Prat, Universidad Europea de Valencia ISBN: 978-1-912764-54-9, p. 85-93.	Hospitality Management
	Grumadaite, K. (St. Ignatius of Loyola University of Applied Sciences and KTU), Ceicyte-Pranskune, J., Brazinskaite, R., Brazinskas, T. (2022). Lithuania and the COVID-19 Crisis: Digitalization, Self-organization and the Creative Industry Ecosystem. In Entrepreneurship, Innovation, and Crisis SME Responses to the COVID-19 Pandemic (pp. 150-169); edited by Joanna Duda and Rafał Kusa. Routledge.	Image Design
	Viningienė, D.; Anužis, A. (2022). Impact of the pandemic on the business environment of the transport sector. Tiltai : social sciences. Klaipėda : Klaipėda University Press. 2022, No. 1 (88), p. 160-177. Open access online. ISSN: 1392-3137 ; eISSN: 2351-6569 ; DOI: 10.15181/tbb.v88i1.2416	Hospitality Management
	Raminta Vingienė, Aurelija Lukoševičienė, Kęsminta Bakšinskaitė. Rural tourism promotion measures, uniting communities under the Green Lithuania vision (2022). Scientific supervisor – Jūratė Kuklytė., p. 53-59. Ekonomika. Verslas. Vadyba – 2022 / Economics. Business. Management – 2022. Collection of papers of the International Student Scientific-Practical Conference. Vilnius College/University of Applied Sciences ISSN 2783-7025	Hospitality Management
Philology (H004)	Viedrynaitis, R. (2020). Language games: the case of philosophy. Art, design, languages and education: innovations in theory and practice. Online international scientific conference, 3 December, Kaunas University of Applied Sciences, p. 12. Access online: https://adle.kaunokolegija.lt/wp-content/uploads/2020/12/Viedrynaitis.pdf .	General
Public Health (M004)	Drozdova-Statkevičienė, M., Rauluševičienė, R., Ramanauskienė, K., Račaitė, I. (2021). The effect of facial exercise on facial skin parameters in mature women. Sveikatos mokslai / Health Sciences in Eastern Europe, 31 (2), 74-78, DOI: https://doi.org/10.35988/sm-hs.2021.040 https://sm-hs.eu/wp-content/uploads/2021/04/2021-SM2Internetui-74-78.pdf	Beauty Therapy
	Drozdova-Statkevičienė, M., Rauluševičienė, R., Majauskienė G. (2022). The effect of chemical peeling procedures with glycolic	Beauty Therapy

	acid on the skin affected by stretch marks in women of different ages. Sveikatos mokslai / Health Sciences in Eastern Europe, 32 (1), 22-28, DOI: https://doi.org/10.35988/sm-hs.2022.005 https://sm-hs.eu/wp-content/uploads/2022/01/2022-SM1TIRAZAS_1-216-22-28.pdf	
	Irena Malašauskienė, Urtė Malašauskaitė (2022). Analysis of emergency care in case of narcotic poisoning. Sveikatos mokslai / Health Sciences in Eastern Europe, 32 (3), 74-78, DOI: https://doi.org/10.35988/sm-hs.2022.079 https://sm-hs.eu/wp-content/uploads/2022/07/2022-SM3Internetas-14-19.pdf	Emergency Medical Aid
Biologija (N010)	Kaziūnienė, J., Mažylytė, R., Krasauskas, A., Toleikienė, M., and Gegeckas, A. (2022). Paenibacillus Polymyxa MVY-024: Plant Growth Promoting Bacteria Which is Easy to Apply on an Industrial Scale. Biology 2022, 11(5), 745; https://doi.org/10.3390/biology11050745	Culinary Arts
Materials Engineering (T008)	Andziukevičiūtė-Jankūnienė, Akvilė; Sinkutė, Birutė, & Jankauskaitė, Virginija. (2019). Polydimethylsiloxane and medical plants extracts composites development and investigation. Open Readings 2019. 62nd International Conference for Students of Physics and Natural Sciences, March 19-22, Abstract Book, Vilnius University, p. 432, ISBN 978-609-07- 0137-9. Available at http://www.openreadings.eu/wp-content/uploads/2019/03/abstractbook19.pdf	Orthopedic Technology
	Sinkute, B. (2018). Investigation of PES planus in children and sustainable devices for its correction; Modern technology of External Immobilization with Orthosis from Low- Temperature Thermoplastics. III Congreso Internacional de Terapia Ocupacional y VII Congreso Internacional de Estudiantes de Terapia Ocupacional. Miriam Hurtado Pomares, Alicia Sánchez Pérez (Eds). 10-12 of May, 2017, Alicante, Miguel Hernandez University, Spain. ISBN 978-84-16024-72-8.	Orthopedic Technology
	Barkauskienė Jolita, darbo vadovė dr. Birutė Sinkutė. (2022). Effectiveness of shoe insoles in adult flatfoot. Roots of Science: Proceedings of the Republican Student Research Conference, 13 (1). Panevėžys: Panevėžys College.	Orthopedic Technology
Educology S007	Žydžiūnaitė, V. (2018). Implementing ethical principles in social research: challenges, possibilities and limitations. Vocational Training: Research and Realities, 29(1), 19-43. URL: https://content.sciendo.com/view/journals/vtrr/29/1/article-p19.xml	Applicable to different programmes: ethical principles of social research
	Zydziaunaite, V., Kaminskiene, L., Jurgile, V., Ponomarenko, T. (2020). Becoming a Teacher: How to Recognize The Self as a Leader is a Classroom. Society. Integration. Education. Proceedings of the International Scientific Conference. Volume II, May 22nd-23rd, 2020, pp. 513-522. Rėzeknes Tehnoloģiju akadēmija. ISSN 1691-5887. DOI: http://dx.doi.org/10.17770/sie2020vol2.4962 URL: http://journals.ru.lv/index.php/SIE/article/view/4962/4526 [Thomson Reuters ISI Web of Science (Conference Proceedings Citation Index)].	Applicable to all programmes: teacher leadership
	Tūtlys, V., Bukantaitė, D., Melnyk, S., Anužis, A. (2021). The institutional development of skills formation in Lithuania and Ukraine: Institutional settings, critical junctures and policy	General

	transfer. Research in Comparative and International Education, 16 (4), 405-432.	
Nursing (M005)	Žydzūnaitė, V. (2020). To be a good nurse: balancing between being and becoming. Biomedical and social sciences: education, research and innovation: international conference abstract book dedicated to 5th Nordic forum for nurse educators: current trends and innovation in nursing education : November 10th, 2020, Klaipėda, Lithuania. Klaipėda : Klaipėda State College 2020, No. 1 (4), p. 7. Open access. ISSN: 2669-039X	Emergency Medical Aid
	Žydzūnaitė, V. (2020). Nursing leadership at bedside: training and education of nurses to be leaders through managerial positions. Biomedical and social sciences: education, research and innovation: international conference abstract book dedicated to 5th Nordic forum for nurse educators: current trends and innovation in nursing education : November 10th, 2020, Klaipėda, Lithuania. Klaipėda : Klaipėda State College 2020, No. 1 (4), p. 13. Open access. ISSN: 2669-039X	Emergency Medical Aid
	Zydzūnaite, V., Bagdonaite-Stelmokienė, R. (2020). What does it mean <i>to be a good nurse?</i> perceptions of nursing students. <i>Society. Integration. Education</i> . Proceedings of the International Scientific Conference. Volume II, May 22nd-23rd, 2020, pp. 513-522. Rēzeknes Tehnoloģiju akadēmija. ISSN 1691-5887. DOI: http://dx.doi.org/10.17770/sie2020vol2.4962 . Access online: < http://journals.ru.lv/index.php/SIE/article/view/4962/4526 > [Thomson Reuters ISI Web of Science (Conference Proceedings Citation Index)].	Emergency Medical Aid,
	Anužienė, L., Kuklytė, J. (2021). Importance of pastoral care in the context palliative care. Ensuring dignity at the end of life: attitudes, realities and opportunities: conference proceedings, pp. 84-87. ISBN: 9789955157182, 9789955157311 (electronic version).	Pastoral Care
	Liaudanskė, V. (2021). Challenges of ensuring dignity in institutional settings: a social work perspective. Ensuring dignity at the end of life: attitudes, realities and opportunities: conference proceedings, pp. 98-101. ISBN: 9789955157182, 9789955157311 (electronic version).	Social Work
Pharmacy (M003)	Ramanauskienė, K.; Inkėnienė, A. M. (2020). Modelling and quality assessment of ointments with bee products. <i>Health Sciences</i> , t. 30, No. 6, p. 69-72. ISSN: 1392-6373 ; eISSN: 2335-867X ; DOI: 10.35988/sm-hs.2020.143 UDK: 615.074. https://sm-hs.eu/wp-content/uploads/2020/11/2020-SM6Internetas-69-72.pdf	Beauty Therapy
Design (V003)	Narbutienė, L. (2021). Applying creativity techniques in image design. International Scientific Conference "The Role of Higher Education in Society: Challenges, Trends and Perspectives", organised by Alytus College.	Image Design
Design (V003)	Narbutienė, L. (2021). The importance of self-presentation and image in business clubs. International Scientific and Practical Conference "Science and Practice: Current Issues and Perspectives. Lithuanian Sports University. http://dspace.lsu.lt/bitstream/handle/123456789/86/Mokslas%20ir%20praktika_BOOK%20OF%20ABSTRACTS_03-04%2006%202021.pdf?sequence=5&isAllowed=y , p. 30.	Image Design

Design (V003)	Ardickas, R. (2021). Communication of football teams in social media. International Scientific and Practical Conference "Science and Practice: Current Issues and Perspectives. Lithuanian Sports University. http://dspace.lsu.lt/bitstream/handle/123456789/86/Mokslas%20ir%20praktika_BOOK%20OF%20ABSTRACTS_03-04%2006%202021.pdf?sequence=5&isAllowed=y , p. 9.	Image Design
Design (V003)	Romikaitis, A. (2021). Applying gamification in smart education processes. International Scientific and Practical Conference "Science and Practice: Current Issues and Perspectives. Lithuanian Sports University. http://dspace.lsu.lt/bitstream/handle/123456789/86/Mokslas%20ir%20praktika_BOOK%20OF%20ABSTRACTS_03-04%2006%202021.pdf?sequence=5&isAllowed=y , p. 39.	Image Design
Design (V003)	Kmitienė, K. (2022, teacher of image design studies program). Specifics and challenges of working as an image design professional.	Image Design
Design (V003)	Kapačinskaitė, R. (student of image design studies program). Image formation of sanatorium "Versmė" and its manager.	Image Design
Design (V003)	Juoženaitė, Ieva (curator, 2018). Exhibition of photo shoots of the final projects of the Image Design study program.	Image Design
Design (V003)	Valiulienė, Jolanta (curator, 2019). Exhibition of photo shoots of the final projects of the Image Design study program.	Image Design
Design (V003)	Urbelienė, Rūta (curator, 2019). Exhibition of photographic works by Aldona Tumienė "The Beauty of a Paused Moment".	Image Design
Design (V003)	Urbelienė, Rūta (curator, 2019). Visit of the Holy Father Francis to Lithuania. Exhibition of photographic works by Iritė Jaruševičiūtė and Agnė Milieškienė, students of the Pastoral Care study program.	Image Design
Design (V003)	Stumbras, Gytis Petras (curator, 2021). Exhibition of graphic works by Vidutė Rupšlaukienė "The Secret Life of Trees"	Image Design
Design (V003)	Narbutienė, Lina (curator, 2022). Exhibition of calligraphy works by Image Design students.	Image Design
Design (V003)	Kmitienė, Kristina (curator, 2022). Creating a Contemporary Image: exhibition of photo shoots.	Image Design
Design (V003)	Narbutienė, Lina (curator, 2022). Image Design Photo Exhibition "Pink Mademoiselle".	Image Design
Design (V003)	Indraja ir Vilmantas Marcinkevičiai (curators, 2022). Exhibition "Purpose".	Image Design
Design (V003)	Antanas Romikaitis (student, 2022). Exhibition "Love for a Human Being"	Image Design

252. The scientific projects are prepared in the fields of Management, Public Health, Design, Nursing, Educology, Biology, Pharmacy, Nursing, Materials Engineering, Philology, in order to reflect the latest trends in science and business, and, respectively, the main directions of the University of Applied Sciences scientific applied research such as:

- Application of the latest techniques and technologies
- Application of Ignatian leadership and value provisions in academic and professional life.
- Complex solutions adapting to modern business and society challenges.

253. It can be said that during the analyzed period, the scientific projects explore business (especially creative industries and hospitality industries) solutions in crisis situations, including the COVID-19 pandemic period and price crises; prerequisites for sustainable tourism development; features of application of beauty products in the field of cosmetology; application of materials and technologies in the field of orthopedics; (micro)biological nuances of applying materials in the fields of beauty therapy, medicine, culinary arts; leadership of a teacher and medical worker; issues of pastoral care, dignity in the spheres of social work; issues of creating an image, applying creativity techniques; presenting features of image design, especially in exhibitions of photographic works, in order to highlight the harmony and wholeness of body and spirit. It should be emphasized that the role of harmony/sustainability in connection with the person, community, and region is increasingly emphasized in scientific publications.
254. University of Applied Sciences records the results of ongoing R&D and art activities:
- commissioned project activities and artistic applied activities;
 - other commissioned project activities (monitoring, analysis, research study);
 - provision of additional competences, qualification improvement, seminars;
 - consultations;
 - other educational activities.
255. On 8 June 2022, the St. Ignatius of Loyola University of Applied Sciences organised a multidisciplinary scientific-practical conference on "The Role of Higher Education in Society: Values, Challenges and Trends", with presentations by students and lecturers of the study programs of Social Work, Pastoral Care and Image Design. The conference highlighted the close relationship between the speciality of image design and beauty therapy and pastoral care, as any disorder in a person's appearance reflects the chaos in their life. By touching the client's image, the image designer also touches the depths of the client's soul, in a sense, because only by changing our inner world can we bring about sustainable external change.
256. On 22 September 2022, University of Applied Sciences organised a scientific-practical conference "A Holistic Approach to Dementia" with Addere Care nursing home (Lithuania).
257. On 8, 9 and 10 November 2022, University of Applied Sciences will organise an international conference "A Holistic Perspective on College Studies in the Context of Changing Society, Labour Market and Higher Education System", which will present research papers relating to the realities of college studies, as well as the results of the ongoing scientific research.⁴⁰

⁴⁰<https://www.ilk.lt/tarptautine-konferencija-holistinis-pozioris-i-kolegijiniu-studiju-perspektyva-visuomenes-darbo-rinkos-ir-aukstojo-mokslo-sistemas-kaitos-kontekste/>

258. In 2017-2022, University of Applied Sciences has been working on the studies "The Everyday Heritage of Common Human Spirituality: Worldview and Professionalism as Values" and "Professional Innovation in the Context of the pedagogical paradigm of St. Ignatius" and a scientific article "The Importance of Ignatian Leadership in the Organisation of the Study Process", with the aim of increasing the quality of studies and scientific activities through the strengthening of Ignatian individual and community professional identity.
259. The following **data analyses** were prepared: In 2018, such analysis was carried out on the basis of three topics: "Analysis of research methods and tools to be applied in biomedical research" (lect. Irena Malašauskienė), "Data analysis and study of silicone products for the treatment of hypertrophic scars" (lect. Dr. Birutė Sinkutė), "Effect of anti-wrinkle serum with peptides, serum for dilated capillaries with peptides, serum with cordyceps and serum with vitamin C on the skin by means of hardware cosmetology" (G. Gedžė, I. Ūsienė, V. Jakutis).
260. In 2019, data analysis by Dr. Birutė Sinkutė "Analysis of the optimal composition and design of silicone products for the treatment of hypertrophic scars according to the localization of the scar (wrist, ankle, knee, face, elbow)"; data analysis "Analysis of the effect of succinic acid on the mature skin" by lecturers I. Ūsienė and V. Jakutis. In 2020, data analysis on "Study on the possibilities of promoting vocational training in social media" (Dr. Aivaras Anužis and Dr. Kristina Grumadaitė), was prepared in order to reveal the methods of disclosing the attractiveness of the ILK study programs in the virtual space. In addition, in the same year, a data analysis of "Study of possibilities for organizing catering activities by the catering company Arrivée" was prepared (lecturers J. Savukynienė and E. Purvanekaitė). In 2021, data analysis "The influence of cricket flour on the quality of gluten-free bread and consumer choice" was prepared.
261. As can be seen, the data analysis performed reflects various fields of social, technological, medical and health sciences, and the results of the data analysis are used for further preparation of scientific publications and updating of study content and study materials.
262. **Seminars and consultations organized by University of Applied Sciences teachers.** Part of the applied scientific activity in University of Applied Sciences is related to the development of general competences. In 2018, the lecturers teaching in the field program conducted seminars for the academic community of University of Applied Sciences in connection with the development of academic and professional competences – the seminars "Preparation of a qualitative article" (prof. hab. Dr. Vilma Žydžiūnaitė, 43 hours) and "Modern practical philosophy" (lect. MA Rimantas Viedrynaitis, 42 hours). ILK teachers V. Jakutis, Dr. S. Čapkauskienė and Dr. A. Sujeta, in this year, also organized a scientific event on the topic of health education and healthy lifestyle.

263. University's of Applied Sciences lecturer prof. hab. Dr. Vilma Žydzūnaitė, over the analysed period, separately and with the Director of University of Applied Sciences, lect. Dr. Aivaras Anužis, during conferences in Lithuania and abroad, presented the intellectual leadership opportunities, challenges and ethical dilemmas of scientists and representatives of education⁴¹
264. In 2021, international trainings on the application of the pedagogical paradigm of St. Ignatius of Loyola in the study process intensified. University's of Applied Sciences international lecturer Sebin Thomas Babu, teaching the three-credit subject "The Philosophy of the Pedagogical Paradigm of St. Ignatius" (in English), on 10-13 May 2021, together with lecturer Dr. Kristina Grumadaite organized and moderated a four-day seminar in English for University of Applied Sciences students, teachers and the public "Developing the Mindset of a Loyolite: Transformation through Jesuit Education". Lecturers and alumni of the Loyola College of Social Sciences (Kerala, Thiruvananthapuram, India) gave presentations at the seminar. On 29 September, 6 October, 13 October and 27 October of 2021, international lectures-seminars on the topic "The Pedagogical Paradigm of St. Ignatius and the Beauty of Active Learning" took place, with presentations by the teachers and alumni from Loyola College of Social Sciences (Thiruvananthapuram, Kerala, India) and the St. Xavier's University (Kolkata, India). On 8 and 9 June 2022, an international two-day seminar on "Uncovering and Exploring the Possibilities of a Jesuit Way of Teaching: Practical Insights for Teachers" was organised, again with the participation of representatives of the Loyola College of Social Sciences, India.
265. *On request from business enterprises*, University's of Applied Sciences teachers conducted qualification courses, consultations for the employees in 2021. In 2021, ILK completed qualification improvement trainings:
- according to the informal training program of the Orthopedic technologist (160 hours). The courses were completed by employees from 4 companies (UAB "Ortho-modus", UAB "Ortopedijos centras", AB "Ortopedijos technika", UAB "Grikšo klinika");
 - according to the informal training program (18 hours), completed individual professional qualification internships for EMA paramedics, who did not work after studies, were not engaged in the relevant personal health care practice - training for 5 specialists in 2021;
 - courses of Physical Activity Instructor (1000 academic hours) and Specialist (1400 academic hours) and High Performance Sports Instructor (1 000 academic hours) and Specialist (1 000 academic hours) were conducted within the framework of non-formal training programs;

⁴¹ 2018-06-01/03: Participation in the International Conference The 2018 AABS Conference "The 100th Anniversary of Baltic Independence". Presentation: V. Zydziunaite, A. Anuzis "Implementing the Mission: Features of Everyday Scholar's Intellectual Leadership in Higher Education in Lithuania. Stanford University, Palo Alto, California, United States.

- Qualification improvement training on "Fundamentals of Pastoral Practice for the staff of Addere Care Nursing Home" was conducted for the staff of UAB Addere Nursing Home according to the approved 25-hour non-formal training program at Gedimino str. 26a, Trakai, from 22 December 2020 to 15 February 2021.
266. Qualification improvement training for general practice nursing assistants according to the approved 16-hour informal training program was held for the employees of UAB Pamario Senjoru Namai.
 267. At the request of PI "Šv. Domininko namai" training "Methodology for organizing occupation for the elderly and people with disabilities: the social welfare context" was organized (90 hours, contract signed on 27 July 2017, No 2017/07/27).
 268. "Geras poilsis", "Momo namai" and Niels Peter Pretzmann took part in the Gastronomic Grill training run by University of Applied Sciences on 10-12 October 2017.
 269. In 2020, 3-day "Evaldas Juška Masterclass" training service was provided for the restaurant Dia, ARG group; in the same year, a culinary arts training service was provided for the Lithuanian Roma community, represented by its chairman Ištvan Kvik.
 270. Qualification improvement training for general practice nursing assistants was conducted from 20 to 23 December 2021 according to the 16-hour non-formal training program for UAB Pamario Senjoru Namai. Contract was signed on 15 December 2021, No. 2021/12/15.
 271. University of Applied Sciences has signed a cooperation agreement with the Public Institution "Filosofijos Akademija" (established in 2013, its director is the University of Applied Sciences lecturer, MA Rimantas Viedrynaitis, it operates on the premises of University of Applied Sciences), on the basis of which informal classes are held for the University of Applied Sciences lecturers and students. The institution also organises various seminars for the public. For example, the University of Applied Sciences lecturer, MA Rimantas Viedrynaitis has delivered more than 60 lectures on various philosophical topics to schoolchildren (grades 4-11) in 2018-2021.
 272. **Commissioned activities and project activities under public procurement.** In 2017 and 2018, a strong emphasis was placed on vocational education in the general sense – trainings for vocational school teachers commissioned by UAB Training Expert Group was conducted (St. Ignatius of Loyola University of Applied Sciences and UAB Training Expert Group signed the contract No. 20170808/TEG-1 back on 8 August 2017 for the implementation of the project "Development of the Qualification Improvement System for Teachers of Vocational and Adult Education" (Project No. 09.4.2-ESFA-V-715-01-0001 under the approved vocational teachers' curriculum "Vocational Teaching Methods"), which was aimed at the development of the didactic and subject-specific competences (led by the University of Applied Sciences Director and lecturer Dr. Aivaras Anužis)

(total amount of the contract - 41,600.00 Eur). The development of the training structure and content for the implementation of these trainings created the basis for the development of the University's of Applied Sciences academic staff in terms of didactic competences in their work with the University of Applied Sciences students of different ages and educational backgrounds. In 2017-2018, 26 training courses for vocational school teachers in Lithuania (416 vocational teachers trained) were conducted to develop subject-specific, didactic competences.

273. In 2017 and 2018, training in general and basic competences for adults was carried out in municipalities (contract signed for EUR 28,800 with UAB Training Expert Group). 12 trainings for professional, general and core competences were organised and delivered.
274. Contract No. PP9-55 2018-12-31 was signed with the Centre for the Development of Qualifications and Vocational Training for an amount of EUR 9,000.00, and the model of the National Vocational Excellence Competition for the Beauty Services sector was developed and adapted to the standard of the Euroskills Competition. The results of these activities are closely linked to the Beauty Therapy and Image Design study programs, which teach subjects such as "Cosmetics Technology and Make-up" and "Fundamentals of Hairstyle Design").
275. In 2020, University of Applied Sciences provided services to the Association of Continuing Education Centres under the service contract No. T5-25 for the development and implementation of the program of technological courses abroad for teaching staff of vocational training institutions (project "Development of the internationalisation of vocational training and adult education system", amount of the project - EUR 9000.00, project No 09.4.2-ESFA-V-715-04-0001). The training was attended by vocational teachers from Lithuanian vocational training institutions. In the same year, University of Applied Sciences provided services to the Association of Continuing Education Centres under the service contract No. T5-20 for the organisation and execution of workshops for pedagogical staff of vocational training institutions (project "Development of the internationalisation of vocational training and adult education system", project No. 09.4.2-ESFA-V-715-04-0001). 1-day, 8 academic hours seminars on "Innovative Methodologies and Techniques in Cosmetology" were delivered. 1-day, 8 academic hours workshops on 'Health-Friendly Cooking' were held under the service contract No. T5-18 of the same project.
276. 4 training programs were developed under the Operational Programme for EU Structural Funds Investments 2014-2020, approved by the European Commission by Decision No. C(2014)6397 of 8 September 2014, Priority 9 "Educating the Society and Strengthening the Potential of Human Resources", Measure No. 09.4.3-IVG-T-813, "Competence Voucher", 2017.
277. In 2022, University of Applied Sciences, together with the Lithuanian Centre of Non-formal Youth Education (hereinafter – LMNŠC), provided vocational training in Regional Career Centres

(hereinafter – RKC) within the framework of the project "Provision of Quality Career Services in the Real and Virtual Environments" No. 09.4.1-ESFA-V-735-02-0001.

278. University of Applied Sciences concluded with the Centre for the Development of Qualifications and Vocational Training a contract for the purchase of services for the development and implementation of the Training Program for the Qualification Improvement Internship Abroad, under the project "Development of the internationalisation of vocational training and adult education system" No. 09.4.2-ESFA-V-715-04-0001 procurement contract for the development and implementation of training program for qualification improvement internship abroad No. TP6-4.
279. University of Applied Sciences and the Association of Continuing Education Centres concluded a service contract for the organization and execution of practical seminars for the pedagogical staff of vocational training institutions, under the project "Development of the Internationalisation of the Vocational Training and Adult Education System" No. 09.4.2-ESFA-V-715-04-0001, Contract no. TP5-49.
280. **Implementation of project activities with partnership rights.** University of Applied Sciences participated in the project "Complex services for families in Neringa municipality" as partners (order No. V13-650 of the Director of Neringa municipality administration of 19 October 2017).
281. University of Applied Sciences took part in a two-year international project called TIRAMISU (First Aid Improves Survival), which aims to help school students improve their first aid skills. Institutions from four European countries – Italy, Poland, Lithuania and Romania – collaborated to create an attractive training course for acquiring first aid skills. Project partners: the coordinating Italian institution – a consortium involving 40 schools, two universities (Romanian and Italian), three schools (Lithuanian, Polish and Romanian) and the project administering institution – Italian Association. The project started on 1 October 2019. During its implementation, several tools were created: An e-learning course for students aged 14-18 on the human structure and how important it is to know it when providing first aid; as well as a first aid guide and an interactive decision-making program – students will put their knowledge into practice by providing first aid in various situations in the lives of teenagers. The TIRAMISU project is financed under the European Union program Erasmus+, a sub-programme of strategic partnerships that create intellectual products.
282. University of Applied Sciences participated in 2018-2019 Erasmus+ program project No. 09.4.2-ESFA-K-714-01-0002 Improvement of technological competences of vocational teachers (PROMOTEKO).
283. In 2018-2019, activities carried out in APPRINVET 2017-1-LT01-KA202-035249 project "Development of Dual Apprenticeship in Practical Training Units".
284. University of Applied Sciences also participates in two Erasmus+ strategic partnership projects:

- international project “School Policies to Tackle and Detect Fake News“, SPOTTED (No. 2019-1 ES01-KA201-064365, project coordinator – Loyola University of Andalusia, Spain);
 - “Enactive Learning in Mathematics at Home”, EnLeMah (No. 2020-1-DE01-KA203-005664), and generates the linking of ideas for engaging mathematics learning to scientific applied research.
285. **Implementation of non-formal learning.** University of Applied Sciences runs an accredited non-formal children's education program for artistic self-expression and creativity. The program introduces various artistic tools and techniques to children, and helps them to understand the uniqueness and individuality of everyone. In addition, during the analysed period, non-formal education programs for OT and SMP adults and children were developed and registered in the Register of Non-formal Education Programs, with a particular focus on health and human safety education.
286. In 2017, the University's of Applied Sciences Centre for Future Professions organised Career, Self-education and Volunteering Youth Camps; Art, Creativity, Fashion, Image and Beauty Summer Camps for creative persons aged 14-18 years; Sports, Self-education, Healthy Lifestyle Summer Camps for children and young people.
287. In 2018, University of Applied Sciences developed and registered seven non-formal education (NFE) programs for children:
- Philosophical self-knowledge education program;
 - Life skills program;
 - Artistic self-expression and creativity development program;
 - Civic spirit and national identity development program;
 - Health education program;
 - Program for development of family traditions "Me and you – we are a force together!";
 - Human safety education program.
288. 2019-2021 Lithuanian Sports Academy and St. Ignatius of Loyola University of Applied Sciences, in accordance with the Order No. V-727 of the Minister of Education, Science and Sport of 18 June 2019 "Regarding the approval of the description of the procedure for the organization and improvement of acquired competences of trainings giving the right to work as a physical activity or high-performance sports specialist or a physical activity or high-performance sports instructor" approved informal training programs and led trainings of the Physical Activity Instructor, Physical Activity Specialist, High-Performance Sports (basketball) Instructor and High-Performance Sports (basketball) Specialist.

289. When preparing trainings, University of Applied Sciences responds to the realities of today, for example, in 2021, ILK organised an "I CAN" Camp in accordance with the Order No. V-1195 of the Minister of Education, Science and Sport of the Republic of Lithuania of 29 June 2021 "On the funding of Camps to reduce the learning loss of students as a result of the COVID-19, with programs focusing on learning through various non-formal children's educational activities".
290. In 2021, the non-formal training program for an Orthopedic Technologist (160 hours) and the internship program for EMA paramedics were developed and implemented.
291. The implemented activities confirm the ILK's capacity to generate and activate knowledge in social, technological, artistic, medical and health sciences, educating not only the ILK community but also contributing to the development of regions and the society.

3.1.3. Studies, based on scientific (art) activities

292. It should be emphasized, that the content of the studies, conducted by The University of Applied Sciences, demonstrates the latest scientific and technological achievements. The content of the Study Programs is updated by observing and analyzing the changes taking place in the professional and social spheres and the prevailing educational trends in foreign educational and scientific institutions. Study Programs in the fields of Health Sciences, Technological Sciences, Social Sciences and Arts are of applicable nature. They naturally require constant monitoring and updating, by introducing students to the newest materials and technologies in the fields of study in Health Sciences and Technological Sciences (i.e., "Orthopedic Product Materials", "Technology of the Specialty", "Aromatherapy and Phototherapy", "Cosmetic Processing Equipment and Apparatus", "Preventive Medicine"), the latest operational methods, extremely relevant in today's world in the field of Social Sciences (e.g., "Fundamentals of Sustainable Tourism", rejecting the development of the circular economy, Rehabilitation of social risk groups, Social rehabilitation of the disabled, Christian palliative care, in order to adapt the global trend to include different social groups in society, ensuring the dignity of the person); applying modern trends in fashion and image design (e.g., "Color Studies", Application of Sustainable Design Principles in Creative Process). Some study subjects emphasize the aspect of novelty and progress in their titles (e.g., "Use of the Latest Technologies in OT production", "Advanced Food Production Technologies"; "Analysis of Contemporary Styles and Fashion
293. The objectives of the Study Programs and the study results are based on the perspective of the country's socio-economic development, the needs of the labor market, the interests of employers, and the needs of those who intend to study in this program.

294. Linking the study content with the new scientific-applied research results can be defined through the highly qualified lecturers, researchers and/or practitioners, preparation of study materials, continuous updating of The University of Applied Sciences practice infrastructure by purchasing new equipment, increasing practice places for The University of Applied Sciences students through high-quality relationship with partners also providing space and facilities for various activities, seminars and other types of training are organized for students, where they are informed about the latest materials, technologies, and operational methods.
295. **Highly qualified lecturers - researchers and/or practitioners** not only at the Lithuanian, but also at the international level (for example, Prof. Dr. Virginija Jankauskaitė, in the field of Health Sciences, she is a creator of patents (one of them is the creation of antibacterial silicone in 2017), participate in thesis defense commissions and mediate organizing students' research. The Culinary Arts Study Program in the field of technology includes teachers in practice from France, Spain, Great Britain, and the USA. The well-known chefs from the best Lithuanian restaurants (Xavier Bouriot, Evaldas Juška, Martyn Meid, etc.), teachers in the field of arts, Lithuanian and international prize winners of competitions, organizers of cultural and art events, members of expert groups (for example, Rasa Kesminienė, Lina Narbutienė, Kristina Kmitienė) take part in the process of education. The lecturers in the field of social sciences participate in international conferences and prepare scientific publications (Dr. Aivaras Anužis, Dr. Kristina Grumadaitė, Dr. Bronė Gudaitytė, Lina Jakelė). These lecturers provide their experience in personally delivered modules and in updating of the Study Programs.
296. The lecturers actively cooperate with the University's of Applied Sciences partners' participating in conferences, trainings, seminars and other joint activities; convey their knowledge and skills in theoretical and practical classes. The content of the Study subjects provides the prerequisites for the lecturers to teach the students and the students to think independently about scientific research and learn to use their results in conducting their own research (development of transferable skills). Teachers pay great attention consulting the students; consultations are held individually or in groups.
297. Students are encouraged to prepare research projects in which the chosen topic is developed and the research results are foreseen. Students are encouraged to implement their research projects in small-scale studies and write their report, they are also taught to search for sources of research funding, to work together with external partners in the implementation of applied science activities. Teachers pay great attention to the reflection of student's experience in order to provide feedback. Usually, such small-scale research project works are implemented during internships, using the latest technologies and operational methods of the internship organization where the partnership

agreement has been concluded. Research data obtained during practice are often used in the preparation of coursework and final theses.

298. The results of the application of the latest scientific-applied research results in the study process reflect in the final works of students. Modern problems of scientific and applied nature are analysed and solved in the final works (e.g., "Microbiological Analysis Of Beeswax Coated Beef" (2022), "The Influence of Cricket Flour on the Quality of Gluten-Free Bread and Consumer Choice" (2021), "The Effectiveness and Efficiency of Orthopedic Devices in the Treatment of Scars" (2020, analysis of the application of silicone materials), "Presumptions of Emotional Burnout of Social Workers and Possibilities of its Prevention Working with Persons with Intellectual Disabilities" (2022), "Effects of Natural and Synthetic Cosmetics in Mixed Dehydrated Skin" (2022), "Role and Application of Aromatherapy in Spiritual Practices" (2022); Designing Pastoral Care in Small Rural Communities (2022). A customized denture with a built-in Bluetooth speaker and USB phone charger was created in the final thesis "Design and manufacture of customized denture finishes for the exclusive consumer market" .
299. As it can be seen from the examples given, considerable attention is also paid to interdisciplinary research, in order to search complex solutions for defined problems.
300. **Preparation of study materials.** During the analyzed period, the textbook "Qualitative Research: Principles and Methods" (Žydzīūnaitė, V, Sabaliauskas, S. (2017) was published at the University's of Applied Sciences expense. Qualitative research: Principles and Methods is the textbook for students of Social Sciences Study Programs. Vilnius: Vaga, 2017. 375 p. ISBN: 9785415024575 UDK: 37). This textbook is intended not only for the students of social sciences, but also for the students of all programs for conducting the research, especially qualitative, and it is also a methodological tool for the study subject „Scientific Applied Research Methodology“. During this period, the educational tool "Fundamentals of Microbiology" was also published (Krasauskas, A. (2021). It contains basics of general microbiology: educational book. Kaunas: St. Ignatius Loyola The University of Applied Sciences, 2022, 192 pages with illustrations, portraits, diagrams, schemes. ISBN: 9786099630205. UDK: 57, fields of medical microbiology), intended for students, studying the microbiology module (Culinary Art, Beauty Therapy Study Program).
301. **Continuous updating of the University's of Applied Sciences practice infrastructure by purchasing new equipment.** For the acquisition of field and interdisciplinary knowledge and skills, students can use the practical bases of the Orthopedic Technology and Beauty Therapy study (beauty studio "Esthetique") and Culinary Art Study Programs (restaurant "Arrivee"), developed at The University of Applied Sciences.

302. **Increasing University's of Applied Sciences placements through high-quality relationships with partners also providing spaces and facilities for various activities.** Representatives of these partner institutions participate in thesis defense committees, share valuable insights with the main teachers of the Study Programs, and help establishing new relationships in Lithuania and abroad.
303. The **University of Applied Sciences** is a member of the Association of Orthopedic and Rehabilitation Service Providers. It has established close relations with UAB "Pirmas žingsnis", AB "Ortopedijos technika", UAB "Ortopedijos klinika", UAB "Medilita", Public institution Lithuanian University of Health Sciences Hospital, Kaunas City Emergency Medical Service Station, Public institution Emergency Medical Service Station (Vilnius). These institutions provide their material base for students to carry out practical activities, collect research data for their theses and scientific publications. University of Applied Sciences and UAB "Ortopedijos klinika" signed Agreement No. 19/09/11 for exploitation on September 11, 2019. On its basis, UAB "Ortopedijos klinika" orthopedic technologists are granted certain premises at the University of Applied Sciences and the students of the Orthopedic Technology Study Program participate in his work process for the period from January 2, 2020 to December 31, 2021.
304. The University of Applied Sciences cooperates with Lithuanian and Swiss UAB "Hospitex Diagnostics Kaunas". Simulation training, provided by the University of Applied Sciences for using medical equipment in the field of emergency medicine is one of the areas of cooperation.
305. The University of Applied Sciences is a member of the Lithuanian Hotel and Restaurant Association. It has concluded cooperation agreements with companies providing recreation, accommodation and catering services in Lithuania, such as: UAB "Mūsų odisėja", UAB "Monte Pacis", UAB "Geras Poilsis" (NIDUS hotel), UAB "Miesto alėja" (HOF Hotel), UAB "Taurakalnis", UAB "Vita luna", UAB "Laiko virtuvė", AB "Jūratė", UAB "Sveikatos uostas". These companies are constantly performing innovations in the service delivery process and in this way encourage students providing internships there to generate ideas for further research.
306. The University of Applied Sciences is a member of the National Association of Creative and Cultural Industries. It has signed cooperation agreements with the Kaunas Drama Theatre, Kaunas Music Theatre, Design Innovation Center, UAB "Grožio namai Auruum", and the Center for Non-formal Education of Lithuanian Students, as well as with representatives of creative industries performing individual activities (Milda Lapinskienė, Rimvydas Ardickas, Juozas Kamenskas, Vilmantas Marcinkevičius).
307. The University of Applied Sciences also carries out various activities in the field of image design together with business companies. They provided consultations on clothing design development and

other design solutions for "Orthopedic Clinic", Lithuanian Association of Innovative Vocational Training Institutions LIPRIA, "Future Specialists Club" and UAB "World of Gastronomy".

308. The University of Applied Sciences is a member of the Lithuanian Association of Innovative Vocational Training Institutions. It has also signed an agreement on the development of mutually beneficial cooperation, aiming at the integration of science, a closer partnership of contact between studies and practice. The University of Applied Sciences has also signed a cooperation agreement with Kaunas University of Technology, School of Social Research. The latter conducts seminars on scientific-applied research and preparation of scientific articles.
309. The University of Applied Sciences has concluded the Agreement with UAB "ODA LT" regarding consultations and the rental of laboratory equipment for scientific data analysis (for example, "Effects of Anti-Wrinkle Serum with Peptides, Serum for Dilated Capillaries with Peptides, Serum with Cordyceps and Serum with Vitamin C on The Skin in the Application of Hardware Cosmetology" ; "Effects of Succinic Acid on Mature Skin").
310. The University of Applied Sciences carries out various activities in the field of youth in cooperation with the Youth Educational Center, the Council of Lithuanian Youth Organizations for joint participation in the European information network "Eurodesk".
311. The importance of the University's of Applied Sciences cooperation with higher education institutions-partners from abroad, especially with Thomas More University of Applied Sciences in Belgium and Ternopil State Medical University in Ukraine, is very useful. This cooperation is based on two-way visits of teachers and students, seminars and other activities involving local partners. The University of Applied Sciences has also established international cooperation relations with the University of Deusto (Spain), University of Pisa (Italy), Leiria Polytechnic Institute (Portugal), Latvian Christian Academy, Istanbul Aydin University (Turkey), Bogomolov School of Visualization (Latvia), etc. The ideas on development of cooperation between the University of Applied Sciences and the mentioned institutions are generated there; the outcomes will help to involve students and teachers more in scientific and applied research.
312. **Seminars and other types of training are organized for students. There they information on the latest materials, technologies, and methods of operation.** Every student is encouraged to take part in applied research. Students are constantly provided with information about the opportunity of writing scientific articles, making presentations, and participation in international conferences. The library employee regularly informs about the use of international databases (the University of Applied Sciences subscribes to EBSCO Publishing, Emerald Insight and Taylor & Francis databases) by e-mail and during introductory and research methodology lectures.

313. The lecturers of study subjects seek and create conditions to include scientific-applied activities in the study process. For example, students actively participated in the international life sciences forum "Life Sciences in the Baltic States", held on September 26, 2018 in Vilnius at the "Litexpo" exhibition and congress center, where they obtained the information about the latest scientific innovations.
314. In 2018-2019, student teams (three people each) successfully participated in three international Games of Emergency Medical Aid Brigades in Ukraine. During them, students are acquainted with the best international practices in the field of emergency medical care. In 2020, a team of eight students visited the Ternopil State Medical University in Ukraine and was acquainted with the infrastructure and medical innovations of this university. Later, these students shared their acquired experience with the University of Applied Sciences community. On 21/11/2018, students of the second-year SMP Study Program delivered the lecture "Initial CPR. Use of an external defibrillator". On 10/25/2019, the Lithuanian school first aid competition was held at the Kaunas "Santaros" gymnasium. The "Lithuanian Paramedics Association", Public institution "First Aid Training Center IRTA" and Kaunas „Santaros“ Gymnasium organized it. In this competition, 21 students of the SMP Study Program evaluated the tasks performed by the students and simulated the situations.
315. Two students together with the lecturer Dr. Birutė Sinkutė organized the event "Prevention of flat feet in kindergartners" in Kaunas nursery-kindergarten "Ežiukas" on 30/01/2019. The data obtained during the event were used in the final work of one of these students. Many students' theses are focused on analyzing the actions of certain individuals, working in the medical field and making recommendations.
316. Students of the Beauty Therapy Study Program regularly participate in organized seminars, where innovations in the beauty sector, different tools, and principles of using hardware in cosmetology are presented. For example, MB "Miesto SPA zona" conducted 24-hour face and body massage "Masterclass" practical classes in 2017. The program "Science and beauty for professionals - possibilities of synergistic effects of cosmetic products and cosmetic apparatus (sonophoresis) for facial skin care" was prepared in 2021. This program was intended for students and lecturers of the profession - beauticians. The performance of effective, professional facial skin procedures using the synergistic effect of cosmetic products and cosmetology apparatus (sonophoresis) to solve various facial skin problems is the result of these trainings.
317. Culinary Arts Study Program students' participated in French cuisine training with French cuisine experts, and also with high-level chefs in Lithuania. For example, Public institution "Somelje mokykla" held a series of seven lectures "Food and Drink Mixing" for the second and the third year students of the University's of Applied Sciences Culinary Arts Study Program in 2020. Regine

Trauttmann (France) conducted French language training for students of Culinary Arts Study Programs on February 1 - July 31, 2021

318. In 2020, MB "Tėvo namuose" provided 40 hours of training for students of Pastoral Care and Social Work "Challenges of Spiritual Education in the Context of Values".
319. Other Lithuanian educational and higher education institutions also participate in the study process. For example, Kaunas University of Technology conducted 32-hour practical trainings for the study subjects of Food Chemistry and Analysis in 2017-2019, also 32-hour practical trainings for General Microbiology and Food Biology were provided there.
320. Many benefits are provided by the University's of Applied Sciences cooperation with partners, whose companies carry out scientific and applied research and projects, allowing lecturers and students to acquire practical skills, necessary for professional activities.
321. During the period under evaluation, the University of Applied Sciences focused its efforts to the involvement of students in projects that develop entrepreneurship. A team of four students (three of them - students of the analyzed Study Program) participated in the final entrepreneurship event of Lithuanian College students "Profadienis", which took place on 10/18/2018 in "Europos namuose", in Vilnius, and won in the innovation category.
322. Since 10/01/2019, lecturers and students of the University of Applied Sciences, together with "Lithuanian Paramedics Association" and other Lithuanian schools, are participating in the international project TIRAMISU (*in Lithuanian* „First aid helps to survive“!). During the project, an electronic learning course will be created for students aged 13-18 about the human structure, a guide to providing first medical aid and an interactive learning program for practical decision-making, allowing students to test and practically evaluate their knowledge in providing first medical aid in situations in the life of teenagers.
323. In 2018-2019, the University of Applied Sciences took part in the projects "Seven Seas - the start of entrepreneurship and creativity (Captains of the Seven Seas)", "CREAzone - the first step towards entrepreneurship and creativity (CREAzone)" and LLI 186 Creazone 2.0. Different methods and means of entrepreneurship promotion, such as lectures, workshops, camps, communication with entrepreneurs, competitions, entrepreneurial trips, consultations, etc. were integrated in these projects. Students and teachers (as mentors) could participate in the projects, they had a great opportunity to hear interesting and valuable lectures by business experts there. Valuable lectures about entrepreneurship in the age of innovation, innovation in traditional business, skills that will be needed in 2025, generation of business ideas were delivered there and the students had possibility to perform various creativity tasks there.

324. **Student participation in scientific conferences.** Students participate in scientific-practical conferences. In 2021, students gave oral presentations at the international scientific-practical conference "Theory and Practice: Problems and Perspectives" organized by the Lithuanian Sports University, in the section "Topicalities of Tourism Innovation, Studies, Business" and Sports Technology Sustainable Development Society⁴².
325. Other conferences, where students took part:
- Jolita Barkauskienė, supervisor Dr. Birutė Sinkutė. (2022). Effectiveness of shoe insoles in adults with flat feet. Roots of Science: Proceedings of the Republican Student Research Conference, 13 (1). Panevėžys: Panevėžys College
 - Raminta Vingienė, Aurelija Lukoševičienė, Kęsminta Bakšinskaitė. Measures to promote rural tourism, uniting communities according to the vision of green Lithuania (2022). Scientific supervisor - Jūratė Kuklytė., p. 53-59. Economics. Business. Management - 2022. A collection of articles of the international student scientific-practical conference. Vilnius College/University of Applied Sciences ISSN 2783-7025

3.1.4. Recognition of qualifications acquired abroad, part-time studies, and previous non-formal and informal learning

326. The study results are assessed according to the description of the procedure for the evaluation and recognition of competences acquired in the informal adult education system⁴³ for the persons who wish to evaluate the achievements obtained through informal and self-learning methods and who seek crediting of study subjects (modules) based on recognition, This description establishes the procedure for the recognition of the competences acquired by The University of Applied Sciences students/free listeners through informal and/or self-education and the crediting of study subjects (modules) based on this recognition. Competencies provided in the Study Program are considered to be the basis for assessment and recognition of informal and self-learning achievements. Evidence of acquired competences are: copies of documents prepared by the candidate (reports, prepared memos, etc.), employer's recommendations, feedback, evaluations; feedback from customers, users

⁴² Bakšinskaitė K. International scientific conference "Theory and practice: problems and perspectives": Lithuanian University of Sport. Oral presentation: Meaning and use of colors in advertising. 03-04 June 2021

Vingienė R. International Scientific Conference "Theory and Practice: Actualities and Perspectives": Lithuanian University of Sport. Oral presentation: Real estate demand trends. 03-04 June, 2021.

College students also gave oral presentations at the international scientific-practical conference "Theory and practice: problems and perspectives" organized by the Lithuanian Sports University, in the "Sports Technology Sustainable Development Society" section: Ardicke Rimvydas "Communication of football teams in social networks"; Romikaitis Antanas "Application of games in smart education processes; Martinaitis Paulius "The importance of pastoral care in fostering the community of an educational institution as an important educational factor". https://www.lsu.lt/wp-content/uploads/2021/06/Konferencijos-PROGRAMA-LSU_2021-06-03-04.pdf

⁴³ <https://www.ilkk.lt/wp-content/uploads/2021/11/240952.pdf>

about the candidate's activities; certificates received during trainings, seminars; material of works, events; publications, reports; acknowledgments, award letters.

327. Implementing the principles of lifelong learning is the goal of the informal assessment and recognition of competences acquired in the adult education system in order to expand the independent learning opportunities of students/free listeners and to meet individual learning needs,.
328. Recognized competence assessment results are assessed as study achievements and are assigned to one of the study achievement levels. Credited study subject (module) is graded (10-9, when the student's achievements were assigned to the excellent level of study achievements, 8-7, when the student's achievements were assigned to the typical level of study achievements, 6-5, when the student's achievements were assigned to the threshold level of study achievements level.
329. In The University of Applied Sciences, all students are given the opportunity to credit competences acquired in a formal way after graduating from higher schools and vocational training institutions. For this purpose, the Academic Council has approved the description of the procedure for the recognition of academic credits in The University of Applied Sciences ⁴⁴ and the procedure for the recognition and evaluation of Vocational training credits⁴⁵. In implementing the principle of transferability of competences, students who have acquired competences according to the procedure provided by The University of Applied Sciences are assessed with the credits of the relevant study subjects. The credits of the main study subjects, the competences of which were obtained more than 5 years ago, are not assessed.

3.2. Internationality of studies and science (art)

3.2.1. The higher education institution has a strategy for the internationalization of scientific (art) and study activities the established measures are applied to its implementation and the effectiveness of this activity is measured

330. The development of University of Applied Sciences internationality can be seen in the University of Applied Sciences international documents, such as the University of Applied Sciences strategic plans (2016-2020, 2021-2025) and the University of Applied Sciences internationalization strategies for the implementation of the Erasmus+ higher education charter.
331. College was granted the Erasmus+ higher education charter for the first time in 2013. It has enabled The University of Applied Sciences lecturers and students to participate in the Erasmus+ mobility program. Currently, The University of Applied Sciences is developing internationality on the basis of the Erasmus+ higher education charter 2021-2027.

⁴⁴<https://www.ilkk.lt/wp-content/uploads/202111231557.pdf>

⁴⁵ <https://www.ilkk.lt/wp-content/uploads/V-92-1.pdf>

332. The strategy of internationality in the University of Applied Sciences is implemented in order to achieve the following goals:
- To include the internationalization activities of the University of Applied Sciences in the main group of strategic development priorities.
 - To improve the quality of studies and scientific research according to European standards.
 - To strive for study-science-business synergy.
 - To increase the mobility of students, lecturers and administrative staff.
 - To organize international studies.
 - To internationalize and digitize the curriculum/studies;
 - To initiate and implement international projects, including projects under the Erasmus+ scheme.
333. Increasing the number of outgoing and incoming students and lecturers using the opportunities of the Erasmus+ mobility program is one of the priority directions for increasing the internationality of the University of Applied Sciences.
334. The internationalization of the University of Applied Sciences brings valuable benefits to students, academic and administrative staff. Internationality improves strategic thinking leading to innovation, initiates the modernization and digitization of studies, promotes cooperation between students and academic staff and the spread of common values and European identity, and enriches the organizational culture with new values and mindset. Students and staff improve their foreign language skills and gain new international knowledge and experience that help them in their professional and academic activities. Thus, creating Erasmus+ mobility opportunities for all students and staff, regardless of their social and economic status, is an important task for the University of Applied Sciences as for any other educational institution.
335. In the period 2021-2027, the University of Applied Sciences plans to:
- initiate and implement at least two strategic partnership projects;
 - initiate and implement mobility projects between the program and partner countries;
 - maintain at least five percent annual mobility activity in any Study Program of the University of Applied Sciences and to achieve at least ten percent annual total student mobility activity by 2027;
 - maintain at least ten percent annual mobility of lecturers for teaching and learning; increase gradually the mobility of University of Applied Sciences students for studies, after reaching 30 percent study mobility in the entire mobility structure;
 - enlist students for studies and practice from partner institutions (at least two students per year);

- attract international lecturers to deliver lectures (at least one teacher per Study Program);
 - create a strong and multi-layered international network of partners developing St. Ignatian paradigm or similar concepts to 2027;
 - at least double the network of higher education collaborates by 2027;
 - to create and maintain a proportionate number of mobility opportunities in any Study Program of the University of Applied Sciences;
 - Gradually increase and fully internationalize and digitize the University of Applied Sciences Study Programs by 2027.
336. **Erasmus+ mobility projects** are the main sources of funding. Thanks to them, students' studies and internships, teaching and learning visits of teachers and administrative staff take place.
337. During the analyzed period, the following Erasmus+ mobility projects were/are being implemented:
- 2022-1-LT01-KA131-HED-000068156
 - 2021-1-LT01-KA131-HED-000009877
 - 2020-1-LT01-KA103-077549
 - 2019-1-LT01-KA103-060227
 - 2018-1-LT01-KA103-046657
 - 2017-1-LT01-KA103-035156, also
 - European structural funds projects 2017-09.3.1-ESFA-V-709-01-0003, Contract No. 2021 ESF 2017-09.3.1-ESFA-V-709-01-003-SU-49/01; 2021 ESF 2017-09.3.1-ESFA-V-709-01-003-SU-49/02
338. International mobility is funded by the University of Applied Sciences funds, as well as strategic partnerships project funds to fulfill project obligations (partner meetings, trainings, etc.). During the analyzed period, the University of Applied Sciences as an executive partner participates in the activities of **two strategic partnership projects**:
- School Policies in order to Address and Detect Fake News, SPOTTED (No. 2019-1-ES01-KA201-064365). This Erasmus + KA2 co-educational strategic partnership project has been implemented since 2019 together with Loyola Andalucía University (project coordinator, Spain), INCOMA (Spain), Pagella Politica (Italy), European Institute of Education and Learning, EELI (Greece) and school no. 6 (Poland).
 - Enactive Learning in Mathematics at Home, EnLeMah (No. 2020-1-DE01-KA203-005664). This Erasmus + KA2 higher education strategic partnership project is implemented from 2021 together with Bielefeld University (project coordinator, Germany), University of Rijeka (Croatia), INCOMA (Spain).

339. The implementation of these projects has an impact not only on the University of Applied Sciences, but also on Lithuania. The projects analyze and develop methodologies in order to solve the challenges faced by Lithuanian youth and their teachers. The training in these projects is aimed for school teachers in the project countries in order to help them impart knowledge and skills about misconceptions and active/engaging mathematics learning, and to change young people's attitudes towards media and mathematics learning.
340. ***Mobility of lecturers and administrative staff.*** University's of Applied Sciences teaching and administrative staff are actively involved in various international activities, such as teaching, learning-advancement, establishing new international connections, and strengthening the existing ones. Participation in the events for the dissemination of their scientific applied research (for example, international conferences), meetings in the development and updating of the content of Study Programs and informal training were organized by the University of Applied Sciences also (see Table 15).

Table 15. International activities carried out by teachers and administrative staff in 2017-2022

VEIKLOS	2017	2018	2019	2020	2021	2022
Dėstymo vizitai	3	1	3	0	0	0
Mokymosi-kvalifikacijos kėlimo vizitai	5	2	8	1	14	11
Pranešimai konferencijose ir seminaruose	4	0	1		0	0
Naujų ryšių užmezgimo /stiprinimo vizitai	5	6	3	4	7	6
Dalyvavimas ekspertų grupėse/komisijose	2	4				0
Tarptautiniai konkursai		2				1
Tarptautinės projektinės veiklos (projekto narių susitikimai)			3		2	1
Vizitų skaičius iš viso	19/14	9/5	18/9	5/4	23/15	19/12
Vizitų procentinė dalis nuo visų darbuotojų	19.19	10	19.15	5.5	22.33	21.11
Vizituose dalyvavusių darbuotojų procentinė dalis nuo visų darbuotojų	14.14	5.6	9.6	4.4	14.57	13.19

341. As can be seen from the presented Table, the lowest intensity of international activities was in 2018 and 2020. International mobility intensified in 2019 due to finding and establishing new connections, implementing the University of Applied Sciences international development strategy. It should be mentioned that international mobility was and is directed not only to European Union countries (Latvia, Estonia, Italy, France, Spain, Germany, Belgium, and Portugal), but also to more distant and closer countries outside the European Union (Ukraine, Lebanon, and United Arab Emirates). The COVID-19 pandemic that started in 2020 restricted international mobility, but in 2021 the situation started improving again, although some visits were organized virtually (for

example, two visits to Belgium, Thomas More University of Applied Sciences or remote meetings of project partners).

342. The lecturers of the University of Applied Sciences participated in the teaching visits by giving lectures on the topics of the use of orthopedic materials and tools, social work and pastoral issues, and the implementation of Ignatian leadership.
343. International mobility is two-way. Teachers provided teaching visits in the University of Applied Sciences from Spain's Loyola Andalucía, India's Loyola College of Social Sciences, Ukraine Ternopil I. Y. Gorbachiovsky State Medical University, and lecturers from the French Cooking, Training & Consulting Company.
344. ***International mobility of students.*** Analyzing the international mobility of students, the increasing international mobility of students is observed, which includes all Study Programs conducted at the University of Applied Sciences (see Table 16).

Table 16. International mobility of students

Study programme	Studies/practice					
	2017	2018	2019	2020	2021	2022
Orthopedic Technology (OT)	0/1	0	0/2	0/2	0/2	0
Emergency Medical Care (SMP)	0/3	0	0	0	0	0
Social Work (SD)	0	0/1	0/7	5/0	0/4	0
Pastoral Care (SR)	0/2	0	0/1	1/0	0/5	0/2
Hospitality Management (SV)	0/0	0/1	0	2/0	0	0
Culinary Art (KM)	0	0/1	0/2	0	0	0
Beauty Therapy (GT)	0/2	0/4	0/7	0	0/2	0/3
Image Design (ID)	0	0	0	0	0	12/0
In Total:	0/8	0/7	0/19	8/2	0/13	12/5

345. One student performed an internship at the Ability Matters clinic in Ireland in 2017, and even seven students were at the Villa Mele RSSA center in Italy for internship. Traditionally, such centers request a wide variety of activities and services for their patients, such as beauty therapy, social services, pastoral services, orthopedics and emergency assistance in case of serious health problems.

346. A similar trend prevailed in relation to the Villa Mele RSSA center in Italy in 2018 (there went 4 out of 7 students). In other countries and areas an internship was completed by one student in one country, i.e., TUJ Family life Kerkyra Golf Hotel, Greece – Hospitality Management (another internship visit was not completed); Blancas Beauty Rooms, Ireland-Beauty Therapy and Expansion gastronomica SL, Spain, Barcelona - Culinary Art.
347. After intensifying the implementation of the University of Applied Sciences internationalization strategy, 19 students went on in 2019:
- Thomas More University of Applied Sciences, Belgium (two students from OT SP);
 - Medical University of Sofia, Bulgaria (two students from GT SP);
 - Cosenza beauty salon, Italy (through Euroform partner agency) (two students from GT SP);
 - Villa Mele RSSA, Italy (two students from GT and two students from SD SP);
 - P. Stradins College of Medicine, Latvia (one student from GT SP);
 - New service nursing home, Italy (two students from SD SP);
 - "Pura Brasa Arenas" restaurant in Barcelona, Spain (one student from KM SP);
 - "Angler" restaurant in London, Great Britain (one student from KM SP);
 - Latvian Christian Academy (three students from SD SP, one student from SR SP)
348. COVID-19 pandemic started in 2020 and limited travel opportunities, but it is noteworthy that eight students went to study at the Latvian Christian Academy (two students from SV SP, one student from SR SP, five students from SD SP, financing was provided from the ESF Structural Funds), two students did an internship in Belgium, Thomas More University of Applied Sciences.
349. Until September 1, 2022, twelve first-, second- and third-year Image Design students studied at the European (Latvian) Christian Academy together with at calligraphy course and had a short-term image design seminar at the Bogomolov Image School. Internships took place at Dream SPA beauty salon in Cyprus (one student from GT SP) and Eden Beauty Portaferry beauty salon (Great Britain, Northern Ireland, two students from GT SP) and New Service nursing home in Italy (two students from SR SP).
350. There were 13 student internship visits in 2021,: Dream SPA beauty salon in Cyprus (one student from GT SP), Tropis hotel in Italy (one student from GT SP), the most popular place for OT, SD and SR students is the New Service nursing home and day center in Italy.
351. Despite the opportunities provided, the rates of international student mobility depend on students' motivation and their personal ability to leave. The most limiting factors are available work and family obligations. A strategy is being developed in order to increase the mobility of such groups, especially through short-term or mixed mobility programs.

352. It should also be emphasized, that students participated in short-term international visits, for example:
- "International Winter Games of Emergency Medical Aid Brigades 2018" in Ukraine, Kremenets - St. Ignatius Loyola University of Applied Sciences SMP team (three students) won 2nd place in the student group.
 - "International Games of Emergency Medical Aid Brigades 2018" in Ukraine, Cherkasy - prepared by St. Ignatius Loyola University of Applied Sciences SMP team (three students) won 2nd place in the student group.
 - "International Games of Emergency Medical Aid Brigades 2019" in Ukraine, Uzhgorod - St. Ignatius Loyola University of Applied Sciences SMP team (three students) won 1st place in the student group.
 - "International Winter Games of Emergency Medical Aid Brigades 2020" in Ukraine, Kremenets (eight students).
353. So, as it can be seen, although there were no OT-SMP students who went on long-term visits in 2018, six students participated in short-term visits and won prize places. In a general, five and eleven SMP students took advantage of international mobility opportunities in 2019 and 2020, respectively.
354. In 2017, 2018 and 2022, one student from the Belgian Thomas More University of Applied Sciences (Orthopedic Technology) came to The University of Applied Sciences as interns; one student from Turkey (Beauty Therapy) came for practice in 2018 and 1 student from Latvia P. Stradins College of Medicine (Social Work) in 2020. It is expected that the organization of short-term mobility programs with partners and The University of Applied Sciences own intensification of internationalization will help attracting new students for study/practice.
355. ***Conditions for ensuring the academic mobility of students and teachers.*** The University of Applied Sciences was granted the Erasmus+ higher education charter for the first time in 2013. It has since enabled the University of Applied Sciences lecturers and students to participate in the Erasmus+ mobility program. Increasing the number of outgoing and incoming students by using the opportunities of the Erasmus+ mobility program is one of the priority directions for increasing the internationality of the University of Applied Sciences.
356. The University of Applied Sciences is committed to develop internationality on the basis of 2021-2027 Erasmus+ higher education charter.
357. The international mobility of University of Applied Sciences students during the analyzed period of 2017-2022 was financed from the structural funds of the European Union and the funds of the European Commission (KA103; KA131). Although a certain fixed amount is allocated each year

for the implementation of Erasmus+ activities, it should be emphasized that the successful use of Erasmus+ funds gives the opportunity to receive a larger amount of funds the following year, so in a general sense, all students can take advantage of Erasmus+ opportunities during their study year at the University of Applied Sciences.

358. The main international partners are presented in the Table 17.

Table 17. Main directions of international mobility

Studies program	For studies	For practice
Orthopedic technology	Thomas More Kempen (Belgium) Miguel Hernandez University (Spain) Vocational School of Health Services of Istanbul Aydin University (Turkey) Suleyman Demirel University (Turkey) P. Stradins Medical College of the University of Latvia (Latvia)	Thomas More Kempen (Belgium) P. Stradins Medical College of the University of Latvia (Latvia)
Beauty therapy	Stradins Medical College of the University of Latvia (Latvija) Medical University of Sofia (Bulgaria) T.C Istanbul Sisli Meslek Yuksekokulu (Turkey) CDA College (Cyprus)	P. Stradins Medical College of the University of Latvia (Latvija) R.S.S.A Villa Mele slaugos namai (Italy) New Service Cooperativa Sociale Onlus (Italy) Euroform RFS (Italy) Medical University of Sofia (Bulgaria) T.C Istanbul Sisli Meslek Yuksekokulu (Turkey) CDA College (Cyprus)
Emergency medical assistance	Medical University of Sofia (Bulgaria) Polytechnic of Leiria (Portugal) Ternopil National Medical University (Ukraine)	Medical University of Sofia (Bulgaria) Ternopil National Medical University (Ukraine)
Social work	Latvian Christian Academy (Latvia) P. Stradins Medical College of the University of Latvia (Latvia) CARITAS – College of Social Work Olomouc (Czech Republic) University of Pisa (Italy) Polytechnic of Leiria (Portugal)	Latvian Christian Academy (Latvia) P. Stradins Medical College of the University of Latvia (Latvia) R.S.S.A Villa Mele slaugos namai (Italy) SIA Amber Job (internship in 4-5* hotels in Greece and its islands) CARITAS – College of Social Work Olomouc (Czech Republic) New Service Cooperativa Sociale Onlus (Italy)
Hospitality Management	Wittenborg University of Applied Sciences (The Netherlands) University of Deusto (Spain) University of Pisa (Italy) Polytechnic of Leiria (Portugal)	University of Deusto (Spain) SIA Amber Job (practice in 4-5* hotels in Greece and its islands) Al lado de la mesa SL (practice in a restaurant in Spain)

Pastoral care	Latvian Christian Academy (Latvia)	Latvian Christian Academy (Latvia) R.S.S.A Villa Mele slaugos namai (Italy) New Service Cooperativa Sociale Onlus (Italy)
Image design		Bogomolov Image School (Latvia)
Culinary art		PURA BRASA ARENA (Spain) South Place Hotel, Angler Restaurant (UK) Cooking, Training & Consulting (France)

359. The search for international partners and the establishment of relations are carried out in accordance with qualitative criteria, such as the content of the activities carried out by the partners and their compliance with the activities of the University of Applied Sciences, the infrastructure, reputation of potential partners and the continuity of future cooperation activities (continuing education and studies, career opportunities). Before signing the cooperation agreement, the University of Applied Sciences and the future partner communicate intensively. They familiarize themselves with the processes and cooperation strategies taking place in both institutions.
360. The international mobility of students is at least partially financed/refinanced (covering the costs of the participation fee, travel and/or accommodation) from the private funds of the University of Applied Sciences, if international activities take place outside the EU and these activities involve advanced students and/or students represent the University of Applied Sciences in international competitions and contests (for example, the International Games of Ambulance Brigades held in Ukraine).
361. In order to attract teachers, the University of Applied Sciences participates in schemes organized by the Education Exchange Support Fund to support the visits of guest teachers. In this case, the focus is especially provided on teachers working in institutions of countries outside the program countries (for example, Ukraine).
362. One-time scholarships or other benefits are paid to well-achieving students planning to go on Erasmus+ studies or internships if, due to their financial situation, they lack the funds to pay rent or other fees in another country with a high standard of living. The Erasmus+ mobility program itself provides greater funding opportunities for mobility participants with social support.
363. All University of Applied Sciences students, without exception, regardless of age, social status, language skills, etc. are actively encouraged to take advantage of Erasmus+ mobility opportunities (for studies or practice, bearing in mind that the total Erasmus+ mobility period for a student during his study period is 12 months):

- All information about the importance and benefits +, the process and opportunities of Erasmus is available on the website of the University of Applied Sciences <https://www.ilkk.it/tarptautiniai-rysiai/>. Experiences of Erasmus+ participants are also shared there.
- Erasmus+ news are also shared on the Facebook account of the University of Applied Sciences.
- The Erasmus+ coordinator of the University of Applied Sciences actively writes letters to students, informing them about the importance, opportunities and innovations of Erasmus+ and inviting students and teachers to actively respond to proposals and share their ideas and wishes
- Erasmus+ seminars-informational events are organized at the beginning of the autumn semester, during the introductory week, and in February, sometimes in November. During seminars and information events, students and teachers are introduced to the requirements of mobility programs and the procedure for studies and internships or teaching/learning, the procedure for crediting subjects studied abroad and the European Credit Transfer and Accumulation System (ECTS).
- University of Applied Sciences lecturers inform students about Erasmus+ opportunities during lectures and encourage them to take advantage of international mobility opportunities.
- Live and virtual presentations of new and existing partners are organized for students and teachers, inviting them to participate in their activities

364. The Erasmus+ selection process is continuous and ongoing, taking into account the individual needs of students and the University's of Applied Sciences partners, except in the case of studies, when educational and scientific institutions-partners set the selection deadlines.
365. A student, wishing to take advantage of Erasmus+ opportunities, submits a completed application, curriculum vitae and motivational letter to the University's of Applied Sciences Erasmus+ coordinator (forms and instructions are available on the University's of Applied Sciences website). After that, the Erasmus+ coordinator discusses with the student about his motivation to go, the opportunities and challenges of studies or practice, the level of a foreign language (usually English), the student can be referred to the University's of Applied Sciences English teacher. In addition, before studying or practicing abroad, students take an English language test in the OLS system, where there is also an opportunity to improve foreign language skills free of charge if the language level is lower than B2.
366. During the entire mobility period, students receive all the necessary support and coordination from the Erasmus+ coordinator.
367. In the case of studies and internships, credits are assessed according to the study subjects or internship program agreed in advance with the partners.

3.2.2. In the higher education institution, international aspects are integrated into the content of studies and scientific (art) activities

368. International visits of teachers and administrative staff are of great importance, especially in the following areas:

- **Strengthening of knowledge and practical skills about the Ignatian pedagogical paradigm / Ignatian leadership and its application.** Even in 2017, there were international visits to the Ignatian leadership training organized by the Jesuits in Italy and Lebanon. From that period, Ignatian leadership trainings took place in Austria, Portugal, and Spain. The main teachers of different programs participate in these trainings, as well as pastoral care coordinators, who are directly involved in the implementation of the Ignatian pedagogical paradigm system in the University of Applied Sciences.
- **Updating the content of study programs and enriching students' knowledge and skills through visits of international lecturers to The University of Applied Sciences.** International activities help lecturers from different countries get to know each other better and encourage them to come for teaching visits. Some examples:
 - University of Applied Sciences teachers and students took part in the international paramedic competition in Ukraine in 2018-2020. The Ternopil I.Y. Gorbachiovsky State Medical University (Ukraine) organized it. Inter-institutional cooperation agreement was signed between this university, the University of Applied Sciences and the Public Institution Kaunas City Ambulance Station in 2020. Dr. Halyna Tsymbalyuk, head of the Simulation Center of the Ternopil I Y Gorbachiovsky State Medical University (Ukraine), assistant of the Department of Disaster and Military Medicine, doctor of emergency medicine, visited the St. Ignatius Loyola University of Applied Sciences on October 7-23, 2019. The Educational Exchange Support Fund and The University of Applied Sciences financed the visit. This teacher and another teacher from Ternopil I.Y. Gorbachiovsky State Medical University (Ukraine) Dr. Vitaliy Krylyuk conducted 8-academic hour virtual seminar for students of the Emergency Medicine study program on December 17, 2020. Virtual guest lecturer Assoc. Dr. Halyna Tsymbalyuk's visit was completed. This teacher together with the assistant Antonina Chervatyuk conducted a 15-day 60-hour lecture series "Advanced Life Support" for the students of the Emergency Medicine study program of The University of Applied Sciences (November 23 - December 13, 2021).
 - Every year meetings with culinary art and beauty therapy professionals (Xavier Bouriot, Regine Trauttmann, Sebastian Colinet, Manon Lapoumeyroudie, Aly Dioum, Franck Lejeune, etc.) are held in France, Austria, Switzerland. These professionals not only provide

valuable insights on improving the study infrastructure, but also give lectures and organize practical sessions themselves (e.g, French chef, cooking teacher, who during his 30-year career has accumulated a lot of unique experience working in prestigious restaurants in France, Xavier Bouriot, makes a significant contribution to development of the culinary arts Study Program and menu creation for the program's applied restaurant "Arrivée", based on the philosophy of French food culture, opened in 2019. From November 4-24, 2020, he led a three-week course as a guest lecturer at The University of Applied Sciences, imparting unique French cuisine to students of the culinary arts study program and gastronomy knowledge and developing students' abilities to prepare various dishes in a high-quality way.

➤ **In strengthening mutual relations for further cooperation** for the analyzed period, it is possible to single out Thomas More College / University of Applied Sciences in Belgium, RSSA Villa Mele, Italy (especially in 2017-2019), Ternopil I.Y. Gorbachiovsky State Medical University in Ukraine, European (former Latvian) Christian Academy in Latvia, "Cooking / Training & Consulting" in France, P. Stradins College of Medicine of the University of Latvia in Jūrmala, Latvia, Cooperativa Sociale New Service ONLUS in Italy, which are visited almost every year in order to get acquainted with operational innovations and opportunities for joint activities for students and teachers. A visit to the Bogomolov Image School in Latvia took place in 2021 in order not only to acquire new skills in the field of image design, but also to renew contacts due to the participation of students in high-level practical seminars organized by the school's professionals

➤ **New connections**

- a meeting with the managers of the Jospier company at the Pura Brasa restaurant was held in 2018 in Barcelona, Spain, in order to discuss the organization of "Gastronomic Grill" training at The University of Applied Sciences and the internship of a Culinary Arts study program student's practice under the Erasmus+ mobility program at the Jospier Pura Brasa restaurant in Barcelona.
- Particularly valuable visits for establishing relations with higher education institutions. Prof. Vilma Žydzīūnaitė had a teaching visit to the University of Pisa in Italy in 2019. During this visit, an inter-institutional Cooperation Agreement on international mobility in the fields of Social Work and Hospitality Management was signed.

369. Collaboration with the Loyola College of Social Sciences of the University of Kerala (Kerala, India) because of the mediation of the college's international lecturer Sebin Thomas Babu, an alumnus of the latter institution, was initiated. Lecturers and alumni of Loyola College of Social Sciences (lecturers Assoc. Dr. Francina P.X; Assoc. Dr. Saji Joseph SJ, Assoc. Dr. Sonny Jose; Alumni Anna

George K.; Krishnendu Sudhi; as well as Vice-President of the Social Institute of India Mr. Joye James SJ and Dr. Xavier of St. Xavier's University Business School Associate Professor Dr. Mourlin K. SJ and Rev. George Mutholil SJ, General Counsel and Regional Assistant for South Asia to the Superior General of the Society of Jesus, Rome, Italy) gave presentations at international events, organized by The University of Applied Sciences:

- A four-day seminar was held for University of Applied Sciences students, teachers and the public "Developing the Mindset of a Loyolite: Transformation through Jesuit Education" (in English) on May 10-13, 2021.
- International lectures "St. Ignatian Pedagogical Paradigm and Beauty of Active Learning" as part of the three-credit study subject of the pedagogical paradigm of Ignatius Loyola were delivered on September 29, October 6, 13 and 27, 2021. These international events are particularly focused on the application of the Ignatian pedagogical paradigm, which is emphasized in all Jesuit institutions, in the study process, professional and personal life.
- International seminar for teachers "Unfolding the Jesuit Way of Teaching and Exploring its Possibilities: Practical Insights" was organized on June 8, 9, 2022.
- **Acquiring new knowledge and skills necessary for teaching and organizing studies.** A wide range of such trainings in different countries are offered by the ShipCon Limassol institution, such as foreign (English language, 2021, 2022) trainings at different levels, IT trainings (2018), problem solving and decision making trainings (2019). Lecturers also actively visit companies that run business, such as beauty parlors (for example, DREAM SPA beauty salon in Cyprus), Cooking / Training & Consulting in France. Participation in international strategic partnership projects allows the development of new teaching and learning methodologies and encourages the initiation of new research (for example, methods of identifying false news, inclusive mathematics learning conditions), the results of which are shared not only within the University of Applied Sciences itself, but also throughout Lithuania during various seminars.

370. Internationalization activities increase the competences of lecturers and administrative staff, including foreign languages, encourage the enrichment of study materials with international insights and international experience, and promote a more consistent and long-term implementation of internationalization itself. For example, The University of Applied Sciences first international lecturer was hired in 2020, who teaches Sociology, Effective Communication, Intercultural Communication, Business Leadership and Ignatian Pedagogical Paradigm Philosophy study subjects in English to the students of different Study Programs.

371. During international visits, the conditions for student internships and study visits were defined (for example, New Service in Italy; Bogomolov School of the Image in Latvia; European (former Latvian) Christian Academy).
372. Orthopedic Technology, Emergency Medicine and Culinary Arts Study Programs are officially delivered in English in the LAMA BPO system from 2022.
373. The Cooperation Agreement between St. Ignatius of Loyola University of Applied Sciences and Ternopil State I. Y. Gorbachiovsky University for the preparation of double diploma studies was signed in December 30, 2021.

The main results of the self-analysis in the evaluated field STUDY AND SCIENTIFIC (ART) ACTIVITIES	
Strengths	
<ul style="list-style-type: none"> University of Applied Sciences students and teachers actively participate in art activities and dissemination of their results. The research conducted by the teaching professors and their data for scientific articles, reports of scientific conferences are integrated into specific study subjects. In this way, it is encouraged to involve as many students as possible in scientific and art activities independently or in cooperation with teachers. The directions and sub-directions of science and art applied research are defined, which will help initiate new research and projects, support their directionality and continuity. Strategies for increasing the scientific and practical synergy of interdisciplinary programs are developed and implemented. The University of Applied Sciences initiates research and experimental development activities by submitting project applications, which actively involve teachers and students teaching in the evaluated field of study, thus strengthening the pedagogical competences of teachers and the involvement of students in project activities, working in groups, developing students' creative thinking and entrepreneurial abilities. Students participate in applied scientific and art research, the results of which are presented at international scientific conferences, and are encouraged for their scientific achievements in accordance with the regulations for awarding scholarships. 	
Aspects to improve	
<ul style="list-style-type: none"> Aim to systematically develop the competences of teachers in conducting scientific and art applied research and publishing the results of such research. It is appropriate to develop the topics of theses, contemporary problems and generating innovative interdisciplinary solutions. To establish and develop more connections with national and foreign institutions of higher education, thereby providing a basis for future joint scientific and art applied research. 	

Recommendations for the evaluation field provided by the experts during the previous external evaluation STUDY AND SCIENTIFIC (ART) ACTIVITIES		
	<i>Recommendation</i>	<i>How it was taken into account</i>
1.	Explore the potential to increase opportunities for lifelong learning, in particular, to organize separate continuing education and/or retraining courses for professionals working in the sectors to which graduates of The University of Applied Sciences unique study programs are oriented.	After carrying out potential and need studies, programs of continuous training and/or retraining, qualification improvement courses were approved. Lifelong learning services are provided for the public and private sector and for professionals working in the sectors to which graduates of the University of Applied Sciences study program are oriented.

2.	Ensure that mobility and other activities carried out under the Erasmus + program clearly aim at all the goals specified in the Erasmus Higher Education Charter, prepare more detailed plans on achieving those goals and monitor the progress of their implementation.	Internationalization strategy and implementation plan was prepared and approved; the strategy for monitoring how the goals set out in the Erasmus Higher Education Charter are achieved and implemented is described.
3.	Pursuant to the officially accepted definition of applied research, seek to balance the development needs of The University of Applied Sciences itself and its external social stakeholders in the planning and management of its research; and ensure that its officially accepted definition and understanding of applied research as opposed to teaching, training or consulting activities is reflected in strategic and other documents.	A scientific applied research program was prepared and integrated into the University of Applied Sciences strategic documents. The definition of scientific applied research is constantly disseminated in the University of Applied Sciences community. The directions and sub-directions of science and art applied research are defined, which will help initiate new research and projects, support their directionality and continuity.

4. IMPACT ON THE DEVELOPMENT OF REGIONS AND THE ENTIRE COUNTRY

4.1. The effectiveness of the impact on regional and national development

374. The University of Applied Sciences, implementing its vision, mission and strategic objectives pays particular attention to analyzing the needs of the regions and meeting them.
375. Involvement in the network of Jesuit educational and scientific institutions is one of the strategic priorities of the University of Applied Sciences of 2021-2025. Great attention is paid to the analysis of the activities of these institutions, especially through the harmony of studies, business and science. The cornerstone of Jesuit education is the implementation of the Ignatian Pedagogical Paradigm and the principles of Ignatian leadership in the processes of the educational institution. During the analyzed period, great attention is paid to the Ignatian Pedagogical Paradigm and its dissemination (2013-2020 strategic plan of the University of Applied Sciences) and the development of competencies of the Ignatian Pedagogical Paradigm at the systemic level (2021-2025 strategic plan of the University of Applied Sciences).
376. The analysis of the better implementation of the dimensions of the Ignatian Pedagogical Paradigm is carried out not only by analyzing various documents of Jesuit education, but also during international outgoing visits, meeting with representatives of Jesuit institutions. For example, Meeting of dr.Aivars Anužis with members of the working group formed in the international training "Ignatian Leadership Program" was organized by the Jesuit Order, in Rome, Italy. Participation in the international training "Ignatian Leadership Program" was organized by the Jesuit Order, in Beirut, Lebanon (2017); educational visits of lecturer Eglė Purvaneckaitė to Kardinal König Haus (Bildungszentrum der Jesuiten und der Caritas gemeinnützige Ges.m.b.H.) was organized in Austria (2019 and 2020) and "CEE Jesuit Leadership program" was held in Chisinau, Moldova (2019); study visits of chaplain Gytis Petros Stumbra and lecturer - pastoral care coordinator Lina Jakelė went to the Spirituality Center of Rodizio in Portugal, and training at the Loyola Retreat House in Spain in 2021; Study visits of lecturer dr.Kristina Grumadaitė and Sebin Thomas Babu were provided at the University of Loyola Andalucía, Spain (2022).
377. Ignatian Pedagogical Paradigm trainings are organized in the University of Applied Sciences where Lithuanian and international lecturers take part. After these trainings, surveys of the participating students and teachers are carried out with the purpose to find out their needs regarding the improvement of Jesuit education.
378. The University of Applied Sciences in its executive activities bases on the national regional policy of Lithuania. During the evaluation period, the University of Applied Sciences relied on the National

Progress Program for 2014-2020 that was approved by the Resolution No. 1482 of November 28, 2012, and the Regional Development Program⁴⁶ for 2021-2030⁴⁷

379. To provide high-quality higher education that meets the needs of the time is one of the objectives provided in the strategy of the University of Applied Sciences. The implementation of this goal is contributed to, first, by introducing the Ignatian Education System into the content of studies with the aim of preparing highly qualified specialists, characterized by value maturity, who meet the country's economic and social development prospects, the requirements for the implementation of regional policy.
380. The University of Applied Sciences, in order to develop skilled, competent individuals who are able to act creatively based on Christian values and, taking into account the peculiarities of the times, to serve the well-being of the people of their country and the world, responds to the priority goals of Lithuania's national progress. It encourages every resident to realize its potential through learning, creating, researching, taking responsibility for himself by purposeful activities, the state and the environment; improve the quality of life, strengthen social cohesion and ensure equal opportunities for all; create environmental conditions favorable to growth and competitiveness; strengthen society's identity and creativity; to ensure even, sustainable and regional development focused on reducing disparities.
381. The University of Applied Sciences contributes to the development of life-long learning skills, emphasized in national regional development documents, reducing social exclusion, increasing the availability of education and the diversity of services, developing scientific research, developing ecological self-awareness and other aspects that increase regional development, defining its strategic priorities aimed at a socially responsible person and community, the development of professional studies and advanced scientific-applied research, the holistic nurturing of a socially responsible environment, the development of online studies and the internationality of science.
382. The study programs conducted at the University of Applied Sciences are niche and unique in their essence (for example, Culinary Art, Orthopedic Technology, Pastoral Care, Emergency Medical Assistance are the unique in Lithuania) or unique in their content. Students from various cities and districts of Lithuania study at the University of Applied Sciences, so the knowledge and skills acquired during studies are provided in ten different regions of Lithuania.
383. For each study program in the University of Applied Sciences, a task is formulated to develop scientific and art applied research, focused on the introduction of innovations in the areas of study program activities, improving the quality of studies and regional innovative cooperation.

⁴⁶ <https://www.e-tar.lt/portal/lt/legalAct/TAR.31A566B1512D/OKkwPNbfzS>

⁴⁷ https://vrm.lrv.lt/uploads/vrm/documents/files/LT_versija/Region%C5%B3%20politika/RPP_2022-04-22.pdf

384. The set of implemented programs is focused on improving or restoring the spiritual and physical health and nutrition habits of a person, community and society (Pastoral Care, Orthopedic Technology, Emergency Medical Aid, Culinary Art), formation of image and beauty practice (Image Design, Beauty Therapy), hospitality development (Hospitality Management), provision of high-quality social services (Social Work). It can be said, that University of Applied Sciences during the development of study programs, focuses on the training of professionals in order to achieve harmony with oneself on spiritual, psychological and physical levels, as well as with the external environment, applying the principles of sustainable development. This is possible only by introducing innovations and basing studies on the results of science and art and training specialists who are able to apply the synergy of science and business in specific professional activities.
385. According to the Statute of the University of Applied Sciences, the main objective of the University's of Applied Sciences activities is "to train specialists oriented to practical activities <...> who are able to implement the provisions of the country's regional policy" (Chapter 9). The Statute provides the training of qualified specialists, who meet the requirements of the labor, to carry out their retraining and continuing education (Chapter 8.2); to develop applied scientific activities and research necessary for the Kaunas region and Lithuania, to advise municipal institutions and economic entities (chapter 10.12); to carry out retraining, create conditions for continuing education, help economic entities to organize the improvement of professional qualifications of individuals (chapter 10.13.)
386. The need for specialists in all regions of Lithuania is justified by the targeted state funding for study programs allocated annually by the Ministry of Education and Science of the Republic of Lithuania. The University of Applied Sciences consults intensively with employers and social partners in order to ensure the best correspondence of studies to the needs of the labor market. For example, in this way, corrections were made in the Study Program of Image Design (inclusion of topics and modules of digitally, media, and sustainable creation) and Hospitality Management in order to provide more knowledge and skills in providing sustainable tourism and recreation services. The high level of employment and continuing education of graduates prepared by the University of Applied Sciences is clearly visible
387. It should be emphasized, that University of Applied Sciences has already created and is constantly expanding a network of national and international partners of educational and higher education institutions, business and public sector companies, participating in the process of study implementation, consulting, organizing students' practical training, participating in the defense of students' theses, submitting proposals for studies and practitioners in providing content materials and infrastructure for conducting scientific-applied research. In summary, it can be said that

cooperation agreements define mutually beneficial cooperation in the fields of specialist training, applied research, consulting, and innovation development.

388. The University of Applied Sciences actively participates in the development of regulations and standards of professions. It increases the attractiveness of studies. For example, representatives of the University of Applied Sciences initiated and participated in consultations regarding the inclusion of the emergency medical aid paramedic profession in the list of professions regulated in the Republic of Lithuania. The Beauty Therapy study program lecturer Jūratė Jocienė is a member of the PASP (complementary and alternative health care) development committee. She participated in the preparation of the order No. V-2199 of October 6, 2020 of the Minister of Health of the Republic of Lithuania "Regarding approval of the list of specific services assigned to additional and alternative health care service groups and/or subgroups and the approval of the description of the procedure for its preparation". This order legalized body care services in the field of health recreation aimed at ensuring a good psychophysical condition, group water treatment therapy and body aromatherapy services, and face care services in the field of health recreation aimed at ensuring a good psychophysical condition, group facial treatment therapy and facial aromatherapy services. The lecturer also participated in the preparation of a model protocol for the provision of PASP body aromatherapy service.
389. In order to increase the coverage of study programs, the University of Applied Sciences implemented a highly successful intensive program marketing strategy applied to regions. For example, 16 students out of 20 (State financed) students from remote regions of Lithuania entered the Hospitality Management study program in 2020; 23 students living in the regions from 31 students admitted to the program enrolled in Hospitality Management in 2021, and 8 students were from the big cities of Lithuania. It should be noted, that 12 students from individual study program from the regions were admitted to the Hospitality Management study program in 2021.
390. The number of students from remote regions of the country admitted in other study programs is increasing since 2020. For example, from 2020, more than half of the students in the Social Work and Pastoral Care degree program are from small towns and remote regions. The vast majority of students in these groups are persons over the age of 40, some of them are already working in the professional sphere related to the relevant study programme, but who have not had access to higher education.
391. It can be said that a larger distribution of students in remote regions is located in Šilutė district (Trakėdžiai, Juknaičiai) and Šiluva.
392. Analyzing student admission data for 2020-2021, it was noticed that in admission of 2020, 80% of students by place of residence belong to the areas far from big cities; in 2021 it constituted 74

percent. According to the data of student surveys, these students are already engaged in various activities in the tourism and social sphere, they seek to acquire higher education and update their competences.

393. A system of academic, financial, social, personal, psychological and spiritual support works successfully in the University of Applied Sciences and creates the best conditions for studying regardless of their age, financial, family situation, and health problems.
394. The University of Applied Sciences aims to select the place of study practice based on the possibilities of conducting it in the students' residential area, as well as to conduct it in regional and national organizations that have a more pronounced impact on the development of the region and the country. University of Applied Sciences students, performing internships and directly being participants in the organization's activities, get to know the existing problems and make suggestions for their solution. In this way, they directly or indirectly contribute to making an impact through their practices and suggestions.
395. The University of Applied Sciences has a Center for Future Professions. It is a network of professional consultants, business and youth leaders from various regions of Lithuania, who have the main goal to help young people defining their future goals and make appropriate career decisions. The Center for Future Professions carries out the following activities: professional information and consultation of students in various cities of Lithuania; student entrepreneurship, employment and volunteering projects; youth camps.
396. In the scientific and art works prepared at the University of Applied Sciences, the problems are examined and the proposed innovative solutions are particularly focused on the spheres of public health, nursing, and education. In the science direction of Materials Engineering, innovative solutions are generated in the fields of development and application of braces and prostheses. In the aspect of management, special attention is paid to the harmonious development of regions and the empowerment of rural communities. The University of Applied Sciences has defined ways of scientific research and experimental development, in which University of Applied Sciences lecturers, students can get involved from the beginning of their work at the University of Applied Sciences, thus increasing their specialization, and the scope of the research carried out.
397. University of Applied Sciences lecturers and students participate in joint scientific and artistic activities. Students are encouraged to provide their insights for future research, thus listening to the challenges prevailing in their environment.
398. The topic of final theses is related to the directions of applied research of the University of Applied Sciences and the ongoing study programs. The topics of final theses are formed and proposed by the University of Applied Sciences social partners, institutions, and companies in business, health,

beauty and other fields. Their representatives participate in the activities of the University of Applied Sciences study program committees. Beauty and social well-being, reduction of social exclusion, public health are common areas in thesis topics.

399. During the evaluation period, the academic and administrative staff of the University of Applied Sciences actively disseminated and popularized the ideas of science, art, beauty, and wellness during events, seminars, and public lectures; implemented projects and activities were widely presented in the national media. Part of these activities were carried out together with Kaunas Academic Pastoral Care.
400. The University's of Applied Sciences involvement in the activities of international projects is of particular importance. These projects are focused on challenges experienced by the society of other countries as well as Lithuanian (for example, challenges and methods of identifying false news (SPOTTED) or active learning of mathematics at home (EnLeMah), developing a methodology for more attractive and inclusive mathematics education. This is very relevant for the context of Lithuania, characterized by increasingly poor annual state exam results of mathematics. Within the framework of these projects, trainings are organized for teachers and all interested persons. Training participants come from all over Lithuania.
401. The University of Applied Sciences conducts a wide range of non-formal training courses, refresher courses and similar company orders/project activities within the framework of public procurement. Examples of these activities are presented in 3.1.2 subsection of this document. The variety and scale of the performed activities confirm the significant contribution and efforts of the University of Applied Sciences in order to increase the knowledge and skills of society (especially in various professional spheres).
402. The effectiveness of *impact measures at the University of Applied Sciences* is analyzed according to the nature of the activity, distinguishing the impact that emerges through studies, applied research, public art, health, educational and educational activities, volunteering and project implementation. A wide range of activities results in a variety of target impact groups. These groups consist of state and local government institutions, business enterprises, non-governmental organizations, groups of socially vulnerable people.
403. A feedback system has been created in the University of Applied Sciences in conducting surveys of students, lecturers, graduates, social partners, employers, and other interested parties. Thee analysis of these data shows the quality of the activities carried out and the areas for improvement.

4.2. Ensuring conditions for lifelong learning

404. Lifelong learning is emphasized in national and international documents. The University of Applied Sciences also emphasizes the importance of lifelong learning in its strategic documents.
405. The University of Applied Sciences has prepared and approved the descriptions of the procedure for the recognition of academic credits (No V – 39 of 28 September 2012, version No.V-88 of 16 November 2021), vocational education and training (No V – 99 of 23 December 2015, version V-92 of 22 November 2021) and the description of the procedure for the recognition of competences, acquired in the system of non-formal adult education (No V – 91 of 22 November 2021). Through its continuing education activities, The University of Applied Sciences shall contribute to and ensure the establishment of the provisions on lifelong learning in its activities.
406. The University of Applied Sciences prepared and approved the "Description of the procedure for providing an individualized study/teaching plan" in 2019 (May 6, 2019 V-51). Therefore, students at the University of Applied Sciences have opportunities to individualize their studies, taking into account their learning difficulties (if any), and the competences they have, acquired in the previous learning period. Formal documents regulate the procedure of individualized studies at the University of Applied Sciences.
407. The possibility of individualized studies gained great importance with the increase in the number of students from remote regions, especially in certain study programs of the University of Applied Sciences (Hospitality Management, Social Work and Pastoral Care) and with the formation of student groups/courses in Šilutė (a city in the Western part of Lithuania, Klaipėda region) and Šiluva. Faced with such opportunity, mothers raising young children, students with special needs, working people (some of those studying have partial employment in business (combining studies and work), etc.) have the opportunity to study. This can be called a good experience in order to create conditions for everyone to obtain a higher education.
408. University of Applied Sciences students and lecturers effectively use the MOODLE platform in the study process. The use of this platform was especially established during the COVID-19 pandemic. Distance learning together with the integration of other information technologies and systems into the study process, provides opportunities for more effective access to studies, for students living in provincial towns, regions or students who due to certain circumstances (illness, care of young children, specifics of work, etc.) cannot listen to and participate in contact lectures.
409. Students are encouraged to implement their research projects in small-scale studies and write their report. They are also taught to search for the sources of research funding, to participate in applied science activities together with external partners. The lecturers pay a lot of attention to the reflection of the student's experience in order to provide feedback. Usually, such small-scale research project

works are implemented during internships, using the latest technologies and operational methods of the internship organization with which a partnership agreement has been concluded. Research data obtained during practice are often used in the preparation of course and final theses. During the preparation of theses, students apply interdisciplinary knowledge in regions to generate complex solutions.

410. University of Applied Sciences lecturers and other employees are encouraged to improve and deepen their knowledge and competences. For that purpose, the University of Applied Sciences conducts surveys in order to determine the need for specific competences, abilities or knowledge and on that basis organizes training and practical seminars at the University of Applied Sciences. In addition, the lecturers and other employees of the University of Applied Sciences are constantly improving their knowledge in trainings prepared by other institutions; participate in conferences, seminars, projects both in Lithuania and abroad. In order to ensure feedback, surveys of the participants of qualification improvement programs are constantly conducted. University of Applied Sciences employees who have participated in trainings or other events are requested to prepare presentations and introduce the acquired knowledge to other members of the University of Applied Sciences community. The collected information helps improving the quality of the organized programs, allows properly determining the effectiveness of the training, meeting the expectations of the participants and better plan and organizing events.
411. The University of Applied Sciences staff aims to strengthen the connection between science and studies in order to help students acquire unique knowledge and abilities, and the involvement of lecturers in research with students creates a unique and rich educational environment. Student's abilities to get to know the environment and the phenomena occurring there, to evaluate them in the context of their own value constructs, are developed in the study process.
412. The activities carried out by the University of Applied Sciences include not only the organization and implementation of studies, but also non-formal education activities for both school-aged children and adults.
413. The University of Applied Sciences runs an accredited non-formal children's education program for the development of artistic self-expression and creativity. The program introduces children to various art tools and techniques, helps them realize the uniqueness and individuality of everyone. In addition, during the analyzed period, non-formal education OT programs for adults and SMP for children, especially focused on health and human safety education, were prepared and registered in the Register of Non-Formal Education Programs.
414. The University of Applied Sciences organized and conducted the children's summer camp "I can" in 2021. The school children of grades 5-8, who experienced learning difficulties during the Covid-

19 pandemic (by the order of the Minister of Education, Science and Sports of the Republic of Lithuania of June 29, 2021, No. V-1195 " Regarding the funding of Camps aimed at reducing student learning losses due to COVID-19, whose programs would focus on learning through various non-formal education activities for children") took part there. The lecturers of The University of Applied Sciences were camp lecturers and provided trainings of mathematics, Lithuanian, English, and biology through creatively prepared activities.

415. In carrying out lifelong learning activities, the University of Applied Sciences prepares and implements non-formal adult education programs intended not only for the employees of educational institutions, but also for the employees of other institutions and organizations, as well as for private individuals or groups of individuals. Non-formal adult education programs are intended to improve professional qualifications, acquire additional competences and develop general abilities and competence.
416. For example, the University of Applied Sciences carried out qualification improvement trainings and consultations according to the orders of companies in 2021. According to the informal training program of orthopedic technologists (160 hours), the courses were completed by employees from 4 companies (UAB "Ortho – modus", UAB "Ortopedijos centras", AB "Ortopedijos technika" UAB "Grikšo klinika"); according to the individual professional qualification, internships for emergency medical aid paramedics, who did not work after their studies, did not practice relevant personal health care practice were completed according to the informal training program (18 hours) (5 specialists completed training). In accordance with non-formal training programs, the University of Applied Sciences conducted courses for physical activity trainer (1000 academic hours), for specialist (1400 academic hours), for high-performance sports instructor (1000 academic hours) and for specialist (1000 academic hours); conducted training for UAB "Addere" nursing home employees. The University of Applied Sciences also conducted advanced training for General Practice Nursing Assistants. In accordance with the approved 16 hours Informal training program, training was conducted for the employees of UAB " Pamario senjorų namai".
417. Examples of other outsourced activities focused on conducting qualification improvement courses and other training are provided in 3.1.2 of this document.

The main results of the self-analysis in the evaluated area IMPACT ON THE DEVELOPMENT OF REGIONS AND THE ENTIRE COUNTRY	
Strengths	
<ul style="list-style-type: none"> Marketing and communication strategy of study programs focused on regions is implemented in the University of Applied Sciences. In this way, the University of Applied Sciences contributes to the sustainable development of regions and reducing the gap between the main and remote regions. Study programs are becoming popular among people living and working in province regions of Lithuania. The distance-learning platform "MOODLE" is widely used, thus creating opportunities for students who work and live in the regions to study and seek to acquire an education and combine studies and work. The University of Applied Sciences intensively participates in commissioned design and applied art activities as a partner-executor, especially in providing qualification improvement, retraining courses and seminars. The University of Applied Sciences carries assessment and recognition of non-formal and self-learning achievements. Comprehensive and continuous monitoring of graduates' employment and careers is carried out there also. Graduates perform final internships, collect data for final theses and successfully find employment in the University of Applied Sciences partner companies 	
Scope for improvement	
<ul style="list-style-type: none"> Systematically carry out scientific applied research and professional art, which combine international and national scientific achievements, related to the areas and directions of the ongoing study programs; To involve more social partners from different regions in the study process, thereby expanding the network of practice places, improving the content of study subjects, and formulating the topics of theses. It is appropriate to develop study program publicity activities, focused on regions, thus providing opportunities to study as many students as possible who for certain reasons cannot study by contact method. To establish and develop more relations with companies and organizations from different regions, thus opening up more opportunities to offer and carry out consultations, trainings, qualification or retraining courses at the regional and national level. 	

Recommendations for the Evaluation Area Provided by the Experts during the Previous External Evaluation IMPACT ON THE DEVELOPMENT OF REGIONS AND THE ENTIRE COUNTRY		
	<i>Recommendation</i>	<i>How it was taken into account</i>
1.	Establish a mechanism for providing graduates and social partners with feedback on continuing education and/or retraining courses that they can offer them according to their needs	<p>The Center for Future Professions, together with graduates and social partners, periodically conducts surveys of employability and the need for continuing education, consultations or qualification improvement courses and analyzes the data obtained.</p> <p>In cooperation with graduates (activities of the Future Professions Center) and after carrying out needs test together with the social partners, continuing education and retraining, qualification improvement course programs were developed and implemented. Orthopedic technology workers, emergency medicine specialists, general practice nurses, nursing home workers, physical activity and high-performance sports instructors, etc. completed the courses at the request of social partners.</p>