

# AUDIT OF THE UNIVERSITY OF HELSINKI

Tekijät **Bernard Coulie, Klara Bolander Laksov, Petri Heinonen, Petri Suomala, Signe Tolstrup Mathiasen, Mirella Nordblad & Niina Nurkka. Self-assessment of the University of Helsinki Päivi Aronen, Johanna Kolhinen & Anne Lepistö (eds.)**

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## 3 HEI enhances quality and well-being

### - Auditointiryhmän arvio

*Evaluation area III assesses the functioning and development of the quality system and how the system is used in strategic management. The procedures used to support the competence development and well-being of the staff are also assessed.*

The evaluation area III as a whole is at the level good.

**The audit team identified the following as the key strengths and recommendations:**

#### **Strengths**

- The progressive integration of the quality system and management system, serving both the faculty and unit levels and the administrative units.
- The integrated management and quality system enhances a systematic approach to the development of the university's activities and aligns the management and faculty levels so that all management levels and staff feel involved in the strategy implementation.
- The university has structures in place for evidence-based activities to support the development of staff competences and identification of challenges.
- Transparent staff recruitment processes give clear indications for applicants and people seeking promotion for how their portfolios are assessed

#### **Recommendations**

- The integrated management and quality system should be streamlined to make the faculty and university level approaches converge more effectively. Inter-campus initiatives and

networks could also contribute to this.

- The university should be more proactive in terms of diversity and inclusion.
- Criteria should be developed for assessing societal engagement in recruitment processes.
- The university is encouraged to develop an anonymous reporting channel – a whistle-blower system – where staff and students can report misbehaviour.