KANSALLINEN KOULUTUKSEN ARVIOINTIKESKUS
NATIONELLA CENTRET FÖR UTBILDNINGSUTVÄRDERING
FINNISH EDUCATION EVALUATION CENTRE

DEMO-UNIVERSITY AUDIT

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3.2 Supporting the competence development and well-being of the staff

- Högskolans självvärdering

*Please briefly **describe** the procedures used by your HEI to support the development of staff competence and well-being. **Assess** the functioning of these procedures.*

Use the following sub-questions in your self-assessment, as applicable:

- How does the HEI identify development needs in staff competence (e.g., the development of pedagogical competence)?
- How does the HEI support the development of staff competence?
- How is fairness and transparency in staff recruitment and development procedures ensured?
- How does the HEI ensure the well-being of the staff?
- What procedures are used to ensure the equal and non-discriminatory treatment of the staff?

Strengths	**Enhancement areas**
xx	xx
xx	xx
xx	xx

3.2 Supporting the competence development and

well-being of the staff

- Auditeringsgruppens bedömning

Assess the functioning the procedures used by the HEI to support the development of staff competence and well-being. Focus on the strengths, good practices and enhancement areas in the assessment.

Use the following sub-questions in your assessment, as applicable:

- How does the HEI identify development needs in staff competence (e.g., the development of pedagogical competence)?
- How does the HEI support the development of staff competence?
- How is fairness and transparency in staff recruitment and development procedures ensured?
- How does the HEI ensure the well-being of the staff?
- What procedures are used to ensure the equal and non-discriminatory treatment of the staff