4 HEI as a learning organisation

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Evaluation area IV assesses an area selected by LUT where it wishes to receive feedback for the enhancement of its activities.

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

**Strengths**

- The whole university community acknowledges the benefits of digital tools and there are, especially among teaching staff, clear ideas and plans to maximise their potential.
- LUT has forecast the development of society in terms of digitalisation needs, and the transition from on-site to online teaching and learning has been quite smooth in most of the cases.
- LUT offers the teaching staff a wide range of opportunities for enhancing their online pedagogical strategies and teaching skills.

**Recommendations**

- The university should find a balance between online and on-site teaching and learning, while taking further steps to bring social interaction into the digitalised process.
- The university should ensure the communication of follow-up results and the action plan for the current Digitalisation Strategy under review due to the rapid changes during the pandemic so that its improvement would be based on these results.
- The university should ensure a balance between teaching and research activities for the
teaching staff in order to offer them time for the continuous improvement of online teaching methods and skills.

- The university should ensure a unitary approach for delivering courses in the digital format.