



ERASMUS POLICY STATEMENT (EPS)
OF LITHUANIAN UNIVERSITY OF HEALTH SCIENCES
COMMITMENT TO THE ERASMUS CHARTER PRINCIPLES

Declaration

I, undersigned, declare that if my institution is awarded with an Erasmus Charter for Higher Education, my institution will undertake to:

- Respect in full the principles of non-discrimination, transparency and inclusion set out in the Programme.
- Ensure equal and equitable access and opportunities to current and prospective participants from all backgrounds, paying particular attention to the inclusion of those with fewer opportunities.
- Ensure full automatic recognition of all credits (based on the European Credit Transfer and Accumulation System – ECTS) gained for learning outcomes satisfactorily achieved during a period of study/training abroad, including during blended mobility.
- Charge no fees, in the case of credit mobility, to incoming mobile students for tuition, registration, examinations or access to laboratory and library facilities.
- Ensure the quality of the mobility activities and of the cooperation projects throughout the application and implementation phases.
- Implement the priorities of the Programme:
 - By undertaking the necessary steps to implement digital mobility management in line with the technical standards of the European Student Card Initiative.
 - By promoting environmentally friendly practices in all activities related to the Programme.
 - By encouraging the participation of individuals with fewer opportunities in the Programme.
 - By promoting civic engagement and encouraging students and staff to get involved as active citizens before, during and after their participation in a mobility or project.

WHEN PARTICIPATING IN MOBILITY ACTIVITIES

Before mobility

- Ensure that selection procedures for mobility activities are fair, transparent, coherent and documented.
- Publish and regularly update the course catalogue on the website of the Institution

well in advance of the mobility periods, so as to be transparent to all parties and allow mobile students to make well-informed choices about the courses they will follow.

- Publish and regularly update information on the grading system used and grade distribution tables for all study programmes. Ensure that students receive clear and transparent information on recognition and grade conversion procedures.
- Carry out mobility for the purpose of studying and teaching only within the framework of prior agreements between institutions. These agreements establish the respective roles and responsibilities of the different parties, as well as their commitment to shared quality criteria in the selection, preparation, reception, support and integration of mobile participants.
- Ensure that outgoing mobile participants are well prepared for their activities abroad, including blended mobility, by undertaking activities to achieve the necessary level of linguistic proficiency and develop their intercultural competences.
- Ensure that student and staff mobility is based on a learning agreement for students and a mobility agreement for staff validated in advance between the sending and receiving institutions or enterprises and the mobile participants.
- Provide active support to incoming mobile participants throughout the process of finding accommodation.
- Provide assistance related to obtaining visas, when required, for incoming and outgoing mobile participants.
- Provide assistance related to obtaining insurance, when required, for incoming and outgoing mobile participants.
- Ensure that students are aware of their rights and obligations as defined in the Erasmus Student Charter.

During mobility

- Ensure equal academic treatment and the quality of services for incoming students.
- Promote measures that ensure the safety of outgoing and incoming mobile participants.
- Integrate incoming mobile participants into the wider student community and in the Institution's everyday life. Encourage them to act as ambassadors of the programme and share their mobility experience.
- Provide appropriate mentoring and support arrangements for mobile participants, including for those pursuing blended mobility.
- Provide appropriate language support to incoming mobile participants.

After mobility

- Provide incoming mobile students and their sending institutions with transcripts of records containing a full, accurate and timely record of their achievements at the end of their mobility period.
- Ensure that all ECTS credits gained for learning outcomes satisfactorily achieved during a period of study/training abroad, including during blended mobility are fully and automatically recognised as agreed in the learning agreement and confirmed by the transcript of records/traineeship certificate. They shall be transferred without

delay into the student's records, shall be counted towards the student's degree without any additional work or assessment of the student and shall be traceable in the student's transcript of records and the Diploma Supplement.

- Ensure the inclusion of satisfactorily completed study and/or traineeship mobility activities in the final record of student achievements (the Diploma Supplement).
- Encourage and support mobile participants upon return to act as ambassadors of the programme, promote the benefits of mobility and actively engage in building alumni communities.
- Ensure that staff is given recognition for their teaching and training activities undertaken during the mobility period, based on a mobility agreement and in line with the institutional strategy.

WHEN PARTICIPATING IN EUROPEAN AND INTERNATIONAL COOPERATION PROJECTS

- Ensure that cooperation activities contribute towards the fulfilment of the institutional strategy.
- Promote the opportunities offered by the cooperation projects and provide relevant support to staff and students interested in participating in these activities throughout the application and implementation phase.
- Ensure that cooperation activities lead to sustainable outcomes and that their impact benefits all partners.
- Encourage peer-learning activities and exploit the results of the projects in a way that will maximise their impact on individuals, other participating institutions and the wider academic community.

FOR THE PURPOSES OF IMPLEMENTATION AND MONITORING

- Ensure that the long-term institutional strategy and its relevance to the objectives and priorities of the Programme are described in the Erasmus Policy Statement.
- Ensure that the principles of the Charter are well communicated and are applied by staff at all levels of the Institution.
- Make use of the "ECHE guidelines" and of the "ECHE self-assessment" to ensure the full implementation of the principles of this Charter.
- Regularly promote activities supported by the Programme, along with their results.
- Display this Charter and the related Erasmus Policy Statement prominently on the Institution's website and on all other relevant channels.

On behalf of the Institution, I acknowledge that the implementation of the Charter will be monitored by the Erasmus National Agencies and that a violation of the above principles and commitments may lead to its withdrawal by the European Commission.

On behalf of the institution, I commit to publishing the Erasmus Policy Statement on the institution website.

Legal representative of the institution: Professor Remigijus Žaliūnas, Rector

1. ERASMUS POLICY STATEMENT (EPS)

1.1 Erasmus activities included in your EPS

In this section, you need to tick the Erasmus activities covered by your Erasmus Policy Statement. Please select those activities that your HEI intends to implement during the entire duration of the Programme.

Erasmus Key Action 1 (KA1) - Learning mobility:

The mobility of higher education students and staff

Erasmus Key Action 2 (KA2) - Cooperation among organisations and institutions:

Partnerships for Cooperation and exchanges of practices

Partnerships for Excellence – European Universities

Partnerships for Excellence - Erasmus Mundus Joint Master Degrees

Partnerships for Innovation

Erasmus Key Action 3 (KA3):

Erasmus Key Action 3 (KA3) - Support to policy development and cooperation:

1.2 Erasmus Policy statement (EPS): your strategy

Your Erasmus Policy Statement should reflect how you intended to implement Erasmus after the award of the ECHE. Should you wish to add additional activities in the future, you will need to amend your Erasmus Policy Statement and inform your Erasmus National Agency.

What would you like to achieve by participating in the Erasmus Programme? How does your participation in the Erasmus Programme fit into your institutional internationalisation and modernisation strategy?

(Please reflect on the objectives of your participation. Please explain how you expect the participation in Erasmus to contribute towards modernising your institution, as well as on the goal of building a European Education Area¹ and explain the policy objectives you intend to pursue).

Original language (and translation into EN, FR or DE if the EPS is not in one of these

¹ For more information on the priorities of the European Education Area, such as recognition, digital skills, common values and inclusive education, please consult the following website:
https://ec.europa.eu/education/education-in-the-eu/european-education-area_en

languages)

Lithuanian University of Health Sciences (LSMU) identifies itself as internationally open University that is orientated towards cooperation in European Higher Education area and global engagement. In accordance with the overall mission University's aim is to create knowledge, to educate a creative, enterprising personality and to develop a healthy society for social and economic progress of the country.

University's Guidelines for the Strategic Development 2017-2021 challenge LSMU to be visible and contributing to the arena of international higher education, to support and develop national and global educational and cultural traditions in the field of human health and welfare of the animal world. Guidelines take into consideration context defined by European University Association (EUA) which specifically emphasises increasing globalisation and internationalization of higher education, importance of strategic internationalizations, increasing attention to ranking and positioning of higher education institutions.

Strategy for internationalization is an integral part of Guidelines and has been identified as one of five strategic directions "International University". It will stand in the same or similar way in further strategic period as well. Current strategic goals for internationalisation and modernization agenda of LSMU quite well reflect priorities of the European Education Area established for the upcoming period of Erasmus Programme 2021-2027 in terms of strong presence of international students (18%) and their wide geographical scope (64 countries) which naturally leads towards the cultural diversity and multilingualism. Maintaining the bonds with the international Alumni strengthens the European identity and modern curricula, and quality assurance in educational process, supports lifelong learning and wide recognition of qualifications issued by LSMU in the area of regulated professions. This serves as a key prerequisite in education of internationally competitive professionals with core competencies and digital skills for lifelong learning, and eager to work for the welfare of the society.

Priorities of the European Education Area established for the upcoming period of Erasmus Programme 2021-2027 shall be referred and will be used in elaboration of guidelines for LSMU's next strategic period. LSMU internationalization strategy 2017-2021 aims to increase number of study programmes in foreign languages having capacity to attract international students, extend number of foreign lecturers working in LSMU (permanent positions or visiting professors), increase mobility of students and academic staff. International strategy supports area of research and innovations and shall contribute to increased internationality of doctoral studies and mobility of doctoral students.

"Cherish the University's openness to diverse cultures and traditions, maintain and develop international links and cooperation with our foreign partners and alumni in the areas of studies, research and practice" is defined as the main strategic goal for LSMU international strategy. It is supported by the following objectives: enhance the internationality of the University's community; develop strategic partnerships and projects based on our international links; develop the internationality of studies and research. Erasmus+ programme and its Key Actions for approaching period serve as one of main instruments to implement strategic goal for internationalization and significantly contributes to implementation of means related to promotion and development of multilingualism in academic and administrative activity; cherishing the diversity of cultures and traditions; maintaining and developing links with international alumni; development of strategic partnerships, programmes and projects embracing studies, research, health care and businesses; widening the choice of study programmes in foreign languages; attraction of foreign lecturers and scientists; support and promotion of international mobility among students and the academic staff; enhancing the integration of international students, lecturers and scientists into University life.

Please reflect on the Erasmus actions you would like to take part in and explain how they will be implemented in practice at your institution. Please explain how your institution's participation in these actions will contribute to achieving the objectives of your institutional strategy.

Original language (and translation into EN, FR or DE if the EPS is not in one of these languages)

LSMU promotes individual mobility of students, young researchers and staff in KA1 actions as well is open for incoming students and staff from all programmes and partner countries. International academic networking with Erasmus partners strong in research is promoted in KA2 actions and particularly in initiatives "Cooperation for innovation and good practice" and "European universities" which contributes to strengthening the "Knowledge Triangle" linking Education, Research and Innovation. LSMU expresses the ambition to become an active social partner in European policies related development of medical and veterinary education and is looking for opportunities to enter projects under KA3 actions. The impact from cooperation projects and activities in Erasmus programme works both on institutional

level and individuals. LSMU visibility and presence and standing in the European Educational Area shall increase. Students and staff are provided with better opportunities to increase their competences including internationalization in the scale of global job market. This shall make them more competitive, will provide incentives to create new jobs in the economy. Entrepreneurship and innovation skills of doctoral students and graduates will contribute to market-driven innovations in health sector. Participation in Erasmus programme shall change internal university's culture making cultural and social diversity as a norm in everyday life.

LSMU constantly strives for the efficiency of management processes by increasing performance of activities as well as sustainable use of financial resources. Project management scheme at LSMU relies on clear quantitative and qualitative objectives, a coherent agenda of the project implementation at all stages and shared responsibilities with the international partners and inside the institution. International Relations and Study Centre is the coordinating unit for Erasmus programme at institutional level. It is responsible for centralized administration of mobilities under the KA1 actions and provides support to academic departments in elaboration and management of projects under the KA2 actions, acts as one of key departments in joining and implementation of projects under the KA3 actions. Close cooperation with the academic departments (faculties, clinical departments, Study and Research Centres) and other administrative units (Development, Career centre, HR, PRO, financial department) contribute to initiating of the partnerships, sharing program related information, supporting and promoting mobility project.

Erasmus programme serves as one of major tools seeking for the diversity of international partnerships, both geographically and in terms of their academic and scientific profile. Coherence and quality of academic programmes, integrity of research and practical activities and capacity for efficient project management are considered when initiating and concluding sustainable partnership agreements. Preference is given to partners with the multidisciplinary approach and wide range of joint activities. The aim is also to maintain a balance between geographical regions ensuring possibilities for the participants of the mobility project to explore diverse cultural and linguistic environments.

LSMU supports academic-led initiatives for international projects which meet best the expectations and the needs of faculty staff and students. Special focus is given to less advantageous study programmes and areas, where potential participants feel fewer opportunities to gain international experience. Erasmus partnerships are established considering the individual links between academic staff and their active engagement in the professional networks and international teams also following voice of students.

LSMU aims to organize study and traineeship mobility while offering a wide option of international student-centred curriculum which enables students to explore innovative learning methods such as problem-based learning and real-life clinical cases, fosters interaction with the teachers and peers and equips students with the ability to understand new concepts, think critically and creatively. Training options, such as short-term and curriculum-based training, summer training is provided in close cooperation with affiliated hospitals and veterinary clinics to provide the core competences essential for the high skilled jobs in the local and international labour market. Along with subject area competences, LSMU study programmes are oriented to develop essential transferable skills ensuring professional success and qualities important for young people in their everyday life such as problem-solving, decision-making, critical thinking, communication and collaboration. To achieve these dynamic goals active participation, ability to evaluate, analyse and reflect leading to improvement of both student and teachers are requested.

Faculty staff use the mobility opportunities for the development of their educational, curriculum design and digital skills, enhancing quality of the study programmes by implementing innovative educational technologies and e-teaching materials. Sharing of good practice and valuable "know-hows" with partner institutions and implementing of the successful models into the education and research contribute to the modernization processes at LSMU. Through the training activities supported by Erasmus programme such as international training weeks, language training, job shadowing, network activities and exchange of best practice staff would gain skills relevant for the work in international academic environment and the quality of services.

LSMU commits to ensure equal opportunities for every member of the academic community including students and staff to gain international experience and to remove academic, administrative, financial and personal barriers to mobility. All documents related to study process and any other information related to students are timely translated to English language thus assuring access to studies and making them effective for international full degree and exchange students and keeps them well involved to university life. Intercultural and linguistic training, the provision of additional financial support for participants with fewer opportunities, comprehensive and professional support and counselling at all stages of mobility, and the effective dissemination of good practice will assure performance and efficiency of Erasmus program in LSMU.

What is the envisaged impact of your participation in the Erasmus+ Programme on your institution?

Please reflect on targets, as well as qualitative and quantitative indicators in monitoring this

impact (such as mobility targets for student/staff mobility, quality of the implementation, support for participants on mobility, increased involvement in cooperation projects (under the KA2 action), sustainability/long-term impact of projects etc.) You are encouraged to offer an indicative timeline for achieving the targets related to the Erasmus+ actions.

Original language (and translation into EN, FR or DE if the EPS is not in one of these languages)

LSMU strategy for internationalization in Strategic guidelines 2017-2021 foresees constant increase of students and staff involvement to mobility programs. The target for student mobility is set to respectively 2.5% and 2.0% from the total number in outgoing and incoming students' mobility by the end of strategic period. Target for teacher and staff mobility is set 10% annual increase. A new target shall be determined for period 2022 and onwards. Better integration of local and foreign students thus developing their international competences shall be tested by establishing mixed groups of international and local students providing education in English language. At least half of study programs shall be running in English language in parallel to local language in order to provide better access to foreign students. LSMU will seek to open and will be active joining blended mobility schemes in order to extend access to Erasmus mobility. Virtual exchange shall ensure specific learning outcomes - not only single-step connections, but also sustained links that take place over time leading to collaborative projects and joint actions between students and teachers.

Development of strategic partnerships for KA2 and KA3 initiatives is one of the core elements in the LSMU strategic objectives. LSMU focuses on strategic significance and thematic synergies as well as the capacity of the institutions to drive comprehensive projects. For the European Universities project LSMU aims to include long-term partners from diverse European regions to ensure geographical balance as award criteria of the project. LSMU has been engaged in the execution of joint master programmes at the national level and seek establishing or joining joint international master programs.

Results of implementation of this strategic goal of the LSMU Guidelines for the Strategic Development 2017-2021 are monitored through following qualitative and quantitative indicators directly related to "International university": ratio of international students, lecturers and researchers in the LSMU's community; number of institutional strategic partnerships and projects under them; ratio of scientific articles authored together with foreign partners and published in the editions of Clarivate Analytics Web of Science (CA WOS) database in comparison with all scientific articles published in the editions of CA WOS data base; satisfaction of LSMU's academic staff with their job and opportunities provided by the university; student satisfaction by studies and opportunities provided by the university including internationalisation. Several other indicators not tied with results of internalization strategy but affected by Erasmus programme activities are number of scientists officially recognized nationally and internationally; achievements of graduates in their career path and their employment rates; number of academic and scientific projects, position in national and international ratings, attracted investments, cooperation with business; business and innovation projects, reputation as research institution, etc.

Other qualitative and quantitative indicators are used specifically for evaluation of performance of Erasmus program on institutional level and measured at operational level. In student mobility, these particularly include annual evaluations of impact on increased number (statistical data) of participants in exchanges and intercultural learning experiences, increased intercultural competences and European identity (evaluation of student's satisfaction level), extended knowledge of foreign languages (evaluated by programme tools). Increased participation (statistical data) in the University's social and international activities like mentoring and volunteering, attracting new mobility participants evaluated in one year after the mobility project. In mobility of teacher and staff, ratio of teachers and staff with international work experience and number of research projects and other Erasmus activities like activity in strategic partnerships, projects of European universities, etc. is monitored annually and based on statistical data. Increased pedagogical and subject related competencies, language skills, personal leadership development shall be evaluated by the level of their satisfaction with work and level of students' satisfaction in teaching at the end of the project.

Quality of Erasmus project implementation is mostly tied to quality of project administration processes: project outcome assessment after the project, greater trust and recognition between partners. Surveys, everyday feedback, reports (project, rectorate) etc., program self-analysis and external evaluation, participation in rating systems provides data for assessment of qualitative and quantitative indicators.

2. IMPLEMENTATION OF THE FUNDAMENTAL PRINCIPLES

2.1 Implementation of the new principles

Please explain the measures taken in your institution to respect the principles of non-discrimination, transparency and inclusion of students and staff. Describe how your institution ensures full and equitable access to participants from all backgrounds, paying particular attention to the inclusion of those with fewer opportunities.

LSMU is committed to respect human rights, to promote academic freedom, justice, integrity, tolerance and civic responsibility of the University's community as defined by the Code of Ethics of LSMU. Students and staff of LSMU have equal rights to participate in Erasmus programme. Non-discrimination, transparency and inclusion approaches are applied to all processes of selection: LSMU has a transparent and clearly regulated selection procedure for participants and determined procedure of appeal. Coherent criteria and calculation formula of the final score of the selection are public and available in both Lithuanian and English. The results of selection are published in accordance with personal data protection requirements.

LSMU guarantees equal treatment of local and incoming mobility participants in terms of academic as well as social services. LSMU established a well-functioning set of the integration means for incoming students and staff such as personal and group mentoring, tutoring and psychological counselling.

LSMU encourages participants with fewer opportunities by providing additional financial support and professional guidance and mentoring in Erasmus activities. Outgoing students and staff with special needs are always informed about availability of financial and other instruments offered to them and are assisted to submit applications to the National Agency or other institutions for Erasmus special needs grants. Students for traineeship are encouraged to apply to the institutions which provide students' loan.

LSMU provides full set of information in English language about the accessibility of University's infrastructure, library services, academic and social assistance to the expected incoming participants with special needs (access as well as information regarding partner universities to outgoing participants). Division of the Academic Mobility works in close cooperation with Social Committee of the LSMU Student association and Committee for Disabled students' affairs to reach the target group and promote the mobility opportunities. Students with fewer opportunities such as students with part-time jobs are offered consultations from LSMU Career Center about their opportunities to get part-time job on campus and in University's Hospital.

Blended mobility (including both physical and virtual components) is considered as effective instrument for involvement of participants of fewer opportunities. Alternate study and academic assessment methods and assistance by the tutors are ensured for the persons with learning difficulties according to university regulations.

Students are constantly encouraged to improve their language skills and learn the local language by using various on-line language learning courses, especially attending Erasmus OLS course as well as interacting with the incoming Erasmus students and international students at LSMU. University supports student-driven language learning initiatives such as continuous project "Multilingual Lithuania" which is a voluntary social and an educational project initiated by university international students and organized by Erasmus Student Network (ESN) section at LSMU. Foreign students offer open free of charge their native language learning course of 2,5 months of duration, including 10 language learning sessions to other students and staff at LSMU. Students have unique possibility to choose foreign language of their interest, as well as get acquainted with the new culture, improve their language and intercultural skills at the same time being involved to university's social life. Students who are teaching benefit from the opportunity to improve their communication and leadership skills and acquire teaching experience. Course can also be conducted on-line.

Please explain what measures your institution will put in place to implement the European Student Card Initiative, and promote the use of the programme's Erasmus+ mobile App to students. Please refer to the timeline indicated on the European Student Card Initiative website².

The aim to improve and optimize the academic and administrative processes at the University while using innovative IT technologies and digital tools is mentioned in the Strategic Guidelines of LSMU as one of objectives and significant results achieved during last years.

LSMU already has most necessary tools, knowledge and good practice of process digitalisation. For several years LSMU already uses digital student application management system (DreamApply platform) for selection and nomination of outgoing and incoming students, preparing of Learning agreements as well as exchange of all application documents. The recognition of learning outcomes

² https://ec.europa.eu/education/education-in-the-eu/european-student-card-initiative_en

after Erasmus study period is processed in the module of university system for management of studies (Study Information System – LSMUSIS). Same platform is used to generate and issue transcripts of records to incoming students including automatic calculations of grade distribution. Descriptions of all courses and programs are digitalised which leads to always up to date course catalogue.

LSMU has started implementing the European Student Card Initiative (ESCI) by joining Erasmus Without Papers (EWP) dashboard in June 2019, and currently is on initial stage of digital management of the Inter-institutional agreements and on-line students' Learning Agreements. EWP is planned to be used as a main tool. Full deployment of EWP network in line with the milestones of ESCI has been planned in following milestones:

-have signed inter-institutional agreements with the partner institutions and managed exchange online Learning Agreements by the end of 2021;

- fully switched to the on-line nomination and application of outgoing students and acceptance of incoming students via EWP by 2022;

- reached the target of online management of students' Transcript of Records by 2023.

The benefits of using EWP for more efficient management and recognition of mobilities is promoted to LSMU administrative staff and academic coordinators who are involved in the management of mobility documents by encouraging them to join upcoming 'Erasmus Goes Digital' and any other related webinars. Regular discussions on the EWP issues at the institutional level are initiated involving all departments related to Erasmus activities.

The benefits of ESCI for the students and the use of Erasmus+ Mobile App would be communicated to the students on the introductory meetings, Erasmus events, selection procedure as well as posting the information, sharing practices on the LSMU webpage, Erasmus Facebook, LSMU ESN Kaunas Facebook and other portals most accessible to the students.

Please explain how your institutions will implement and promote environmentally friendly practices in the context of the Erasmus+ programme.

Environmentally friendly practices are an inclusive component of overall development strategy of LSMU. For example, the guideline of the LSMU Culture week 2020 "Culture of Resources Preservation" expose the commitment of the University to promote responsible approach to the use of natural resources in daily life as well as work environment. Environmentally friendly practices is a long-term agenda which will continue in coming years.

When planning Erasmus travel, the participants would be advised to use alternative "greener" means of travel such as train or bus when travelling to and inside the foreign country, especially if they travel to a shorter distance (less than 1000 km), and advised how to recognise most environmentally-friendly accommodation alternatives.

At LSMU we support the city and country policy to promote using well developed public city transport and transport sharing alternatives (car, bikes, e-scooters) for journeys between university locations and around the city. Incoming students are always informed to these services and assistance provided getting the easiest access to them via apps and e-platforms.

Incoming students are introduced with garbage sorting and recycling rules, and practices, deposit system in Lithuania while outgoing students are advised to get familiar with this and respect it in the country they are going to. Students and staff would be invited to active participation in the discussions, workshops and social events on topic of Sustainability organized by the LSMU, Kaunas city and country: hiking tours, annual garbage collection campaign events "Darom" ("Let's do it"), tree planting action etc. By inviting local and Erasmus students to the annual traditional Erasmus Picnic we call them to bring their own tableware to reduce use of disposable ones.

Teachers are encouraged to undertake the opportunity of two teaching visits to different partner institutions in the country in one trip to maximize their teaching experience and reduce the negative impact on environment.

LSMU seeks contribute to the sustainability goal by transition to the digital mobility documents and on-line mobility guides and other information for participants. We aim to reduce use of print copies and give-away materials and offer eco-friendly welcome packages for incoming participants.

Dissemination of good practices through University's communication channels and local media is contributing to the awareness of the university community and the civic society.

Please explain how you will promote civic engagement and active citizenship amongst your outgoing and incoming students before, after and during mobility.

At LSMU we promote the opportunities for incoming and outgoing students to be active engaged in the political social life of their home country while being on mobility. By providing them with the information about the local societies in the foreign country, information about upcoming events in the Embassies we are seeking to increase active citizenship of mobility participants.

To strengthen the links with the local community and city, LSMU meetings and events with the administration of the University and representatives of city municipality, such as traditional march of LSMU community on September 1, Community's Lunch, Kaunas Day, meeting with the Major of Kaunas City etc. Number of events and initiatives involving international students are planned in the context of Kaunas European Capital of Culture 2022.

International students are encouraged to an active participation in students' self-government and various students' organizations, sports, culture and other activities inside the University not only as observers but also share and implement their ideas. Social actions such as "Save for health sake", blood donation, charity events not only increase the civic engagement but also emphasize the society on health problems and makes visible international students and provides and opportunities for wider social contacts.

LSMU Student Association and Erasmus ESN in cooperation with the governmental offices offer many volunteering activities for the local and international students in the local social organizations and communities which are constantly seeking for volunteers: health care organizations and social care centres, foster home for disable people, animal shelters and other.

Diverse activities organized by ESN and International Relations and Study Centre at LSMU such as International Food Festival, Culture Day, Erasmus Days, local football championship, if mentioning only few of them, help to strengthen LSMU community ties and celebrate the cultural diversity and the European identity.

We seek to increase the engagement of incoming Erasmus students and Erasmus Alumni at LSMU in the preparation and organization of the diverse promotional events, such as LSMU Erasmus Days to become an Ambassador of the country of origin or represent the country of Erasmus exchange and share their experience from "insider" point of view. Students after the mobility are invited to become members of ESN and the Erasmus mentor groups, to engage in the local students' organizations.

2.2 When participating in Mobility Activities - After mobility

Please demonstrate your commitment to implement full automatic recognition in your Higher Education Institution.

Please describe the concrete steps you will take to ensure the full automatic recognition of all credits gained for learning outcomes achieved during a mobility period abroad/ a blended mobility, according to the Council Recommendation on Automatic Mutual Recognition³.

LSMU follows national legal acts which already presume automatic recognition of credits in case of study plans agreed before the mobility. Recognition procedure at LSMU is clearly described and included in the 'Regulation of Studies at Lithuanian University of Health Sciences' as Chapter XII , Section I 'Recording of coordinated curriculum study results': <https://ismuni.lt/en/activities/academic-information/-/key-documents/>

LSMU applies ECTS academic credit transfer and is committed to the principles set out in the ECTS Users' Guide:

- Comprehensive online course catalogue, which includes detailed and up-to-date information about the educational offer at LSMU. The course catalogue is be updated automatically when course description is changes by the staff. Study plans are regularly updated by departments and coordinated by the Study centre and are available in spring (April-May) before opening the application for prospective incoming students. LSMU strictly follows the rules that Learning agreement is approved by all parties a prior the mobility, and Transcript of Records is issued to the student by the hosting institution after the mobility.

The recognition – credit transfer process after the mobility is assisted by the professional assistance of

³ The text of the Council Recommendation on Automatic Mutual Recognition may be found at: [https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1568891859235&uri=CELEX:32018H1210\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1568891859235&uri=CELEX:32018H1210(01))

academic coordinators appointed in the faculties and is related to just formal entering data from transcript of records in most of cases. They also advice students on course choice before the mobility, approve their Learning Agreement content, monitor the academic process in all stages and evaluate the results in the Transcript of Records and leading the recognition process.

The basic recognition regulations ensure that:

- successfully completed courses at the receiving institution, learning outcomes and credits awarded to the student are fully recognized without the need for the student to take any further courses or exams;
- recognized learning outcomes and credits from the mobility period are counted towards student's degree;
- recognized courses are included in the Diploma Supplement with the original titles of the courses that the student has followed abroad indicating the institution where courses or placements was taken.

The recognitions process is digitalized and managed through the online Study Information System LSMU SIS.

LSMU improved the recognition process after decision has been made to recognize grades received by the student in the local grading scale of the host university and do not translate them according LSMU grading system. This has significant increased student mobility.

In regard of Erasmus traineeship embedded in the curriculum, students get the full recognition of results gained for the training activities according to the recognition framework. The supervisor appointed for the monitoring of the training activities is supported to pay a preparatory visit to the traineeship placement to ensure the quality and compliance of the training before or during the mobility period.

University work towards implementation and recognition of the online study courses when planning to organize blended mobility by preparing the course description and fitting it to the schema of the course catalogue.

Please describe your institution's measures to support, promote and recognise staff mobility:

LSMU supports staff mobility by provision of counselling services and practical arrangements: assistance by preparing mobility documents, financial agreements, by selecting the host institution which meets the requirements and expectations and fits best to the field of activity of staff.

To improve foreign language and intercultural communication skills staff is encouraged to take language course within STT mobility, to interact with incoming international students and staff in the formal and informal setting, use free of charge on-line courses on internet. Trainings sessions are offered at LSMU Innovative Education Center to improve digital skills.

Promotion includes dissemination of information about the Erasmus possibilities for staff, availability of teaching and training placements, funding and added value of the mobility to the individuals and the institution. Division of Academic Mobility at LSMU organizes info sessions for staff in the faculties, departments, spread the success stories and good practice via University's channels and social media.

Staff participation in Erasmus programme is considered as a component of professional improvement strategy of LSMU. Staff mobility is acknowledged as part of the regular workload and is recognised as appreciated component in any evaluation or assessment of the staff. Staff mobility is evaluated according to the sustainability and added value for institution and impact on structural reforms at the departmental and institutional level.

In international context LSMU evaluates impact of teachers' engagement in the participation and dissemination of Erasmus+ programme such as newly established personal and institutional ties, initiated agreements for student and staff mobility, incoming lecturers of high relevance from abroad. University awards most valuable ones with the Certificates of Appreciation during annual Erasmus+ staff training week at LSMU.

For the international academic and scientific activities, which result in research networks, joint publications, PhD thesis initiatives teachers would be granted with the recognition in the academic and scientific community of the University and in the global context.

International mobility is a component in the overall period evaluation of the employee. Staff with the international experience is more appreciated by employers. LSMU seeks to encourage teachers and non-academic staff to go on mobility at least once per year by offering flexible arrangements on the workplace, searching for solution in replacement of outgoing staff by the incoming staff from a foreign institution or enterprise.

International staff training and teaching weeks (SW) is one of the most accessible and valuable way to increase staff mobility. For several years, LSMU organise annual staff week for incoming teachers and other staff while LSMU teachers and staff are encouraged to participate in the SW organized by partner

institutions. Local LSMU teachers are encouraged to host foreign lecturers and staff in their departments, organizing lectures, workshops and networking. Establishment of networking with incoming teachers/staff reinforces internationalization at home.

2.3 For the Purposes of Visibility

Please provide the web link where you will host the Erasmus Policy statement in the future. Please reflect on how you plan to regularly promote the activities supported by the Programme.

Erasmus Policy statement (EPS) in two languages - Lithuanian and English is hosted on the official website of LSMU:

<https://ismuni.lt/lt/veikla/tarptautine-veikla/akademinis-mobilumas/erasmus/>

<https://ismuni.lt/en/activities/exchange-studies/about-erasmus-programme/>

Every member of LSMU academic community is invited and constantly encouraged to get well acquainted with the EPS and Erasmus Charter, as well as to contribute towards implementation of the internationalisation policy into practice.

Programme actions are promoted on individual and departmental or institutional level according to the University's dissemination strategy. International Relations and Study Centre in cooperation with the departments of LSMU - Marketing and Communication Office, faculties and administrative departments, Student council, ESN section and Students' organizations - seeks to reach not only the University's community, but to keep our social and business partners, local and global community updated about LSMU's internationalization goals and achievements in Erasmus programme.

Dissemination means to awake awareness, transmit information and promote the activities and results at LSMU include diverse channels: dissemination of information via university's official website, university newspaper 'Ave Vita', publishing interviews and good practice stories, social media platforms (ErasmusLSMU Facebook, Instagram, YouTube, Twitter, LinkedIn); regular publications and newsletters, reports, mobility e-guides for target groups, digital leaflets and brochures. The most significant and valuable results with the global impact would be disseminated, via regional and national media, radio/TV.

Face-to-face communication, individual meetings, group discussions, workshops, annual events such as Erasmus Days, International Week help to increase the awareness for the opportunities offered by the programme and create new ones.

Students' initiatives use to receive a good deal of attention and contribute to promotion of international projects. Number of playful competitions usually ensure good audience accessibility – Erasmus+ photo contest, Erasmus+ video creativity challenge.

All publicity tools mentioned above would be used in accordance to Erasmus reporting requirements, with Erasmus+ and LSMU logo applied.

Please describe how you will ensure that the principles of this Charter will be well communicated and applied by staff at all levels of the institution.

Erasmus Charter is hosted on the official website of LSMU:

<https://ismuni.lt/lt/veikla/tarptautine-veikla/akademinis-mobilumas/erasmus/>

<https://ismuni.lt/en/activities/exchange-studies/about-erasmus-programme/>

On the institutional level the principles of the Charter are always reflected in the main strategic documents, such as current Guidelines for strategic development and considering Guidelines for coming period. University policies and regulations respect commitments to Erasmus Charter.

The new Erasmus Charter will be communicated on the Rectorate's meeting, introduced on faculty level to the deans and academic coordinators, and on student's level during the info meetings and group discussions, while Erasmus Policy Statement has been communicated and agreed with university officials before submitting this application.

University's authorities and International officers are encouraged Charter self-assessment by ECHE Self-Assessment Tool to evaluate and monitor how good LSMU is in implementation of the principles of the ECHE and which areas still required more attention.

EHE self-assessment has been performed by Erasmus+ coordinator on February 27, 2020 and showed the following results:

- 1) Your institution has a strategy and an overarching structure supporting internationalisation - 100 %
- 2) Your institutions express its commitment to offering the equal access and opportunities to Erasmus+ mobile participants from all backgrounds – 91 %
- 3) Your institution provides all the information and support for incoming Erasmus= participants to enable them to prepare for and make the most of their exchange – 83 %
- 4) Your institution ensures full recognition of the successfully completed study mobility activities – 88 %
- 5) Your institution recognizes staff mobility as a key component of professional development – 94 %
- 6) Your institution ensures integration of incoming participants an capitalizes their experiences to reinforce international cooperation – 83 %

In 5 out of 6 categories LSMU stands above the country average. The results achieved after self-assessment performed by a group of the responsible persons would be evaluated and discussed on institutional level, action plan for the field for potential improvement would be prepared.

Monitoring of compliance with the principles of the Charter would be regularly performed. Cases of Charters non-compliance or violations will be registered at the International Relations and Study Centre. Root-Cause analysis will be performed involving all related levels at the university and corrective actions taken against identified causes of noncompliance.