



2021-  
2022

# MONITORING REPORT

**European University**

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## About University

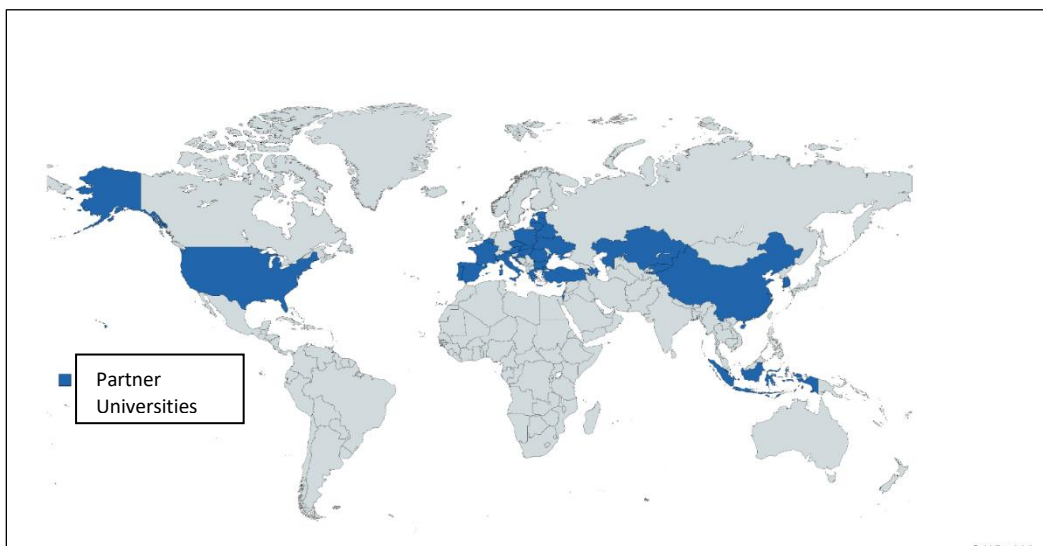
European University appeared in the Georgian educational space in 2012 and is one of the fastest growing and international private higher educational institutions in Georgia. The university combines 3 faculties and 16 educational programs, where about 3500 students from about 70 countries study.

The university is a higher education institution based on European values, focused on sustainable development, the mission of which is:

- To offer student-centered quality higher education;
- To train competitive personnel for the local and international employment market;
- Development of scientific / research and creative activities;
- Active participation and contribution to the formation of economy that is based on the knowledge society and knowledge in Georgia;
- To promote self-realization and creative activities of local and international students and academic staff by developing critical thinking, innovative and academic skills;
- To ensure the academic freedom of students and academic staff;
- To care for the development of society within the framework of social responsibility, to provide lifelong education, to promote tolerance, mutual respect and inter cultural dialog.

European University is the founder of [Kutaisi University](#) and owns its own [Jo Ann University Hospital](#), where the students of the Faculty of Medicine of the University are given practical training by the leading specialists in the field. The university has dormitory for 250 students according to modern standards.

The university successfully cooperates with leading research and educational institutions in Europe, Asia and North America. The university is a member of the European University Association (EUA), an institutional member of the GUNi Innovation Network, as well as the Association for Medical Education in Europe (AMEE), the European Association of International Education (EAIE), the Association of Medical Schools in Europe (AMSE), Association for Dental Education in Europe (ADEE) and Association for Computing Machinery (ACM).



European University is a two-time winner of Erasmus+ Jean Monnet activities and successfully implements EU-funded projects. At this stage, European University participates in two projects funded by the European Commission as a partner and coordinator. The University is a member of the EMDM Project Consortium.

The university has signed a memorandum of cooperation and actively cooperates with 62 foreign universities from 26 countries, 35 of which are located in the EU member states. Also, the university cooperates with higher educational institutions of three countries through Erasmus+ credit mobility.

Slow Tourism Management, which covers 6 countries out of 7 universities. The training program will be implemented directly in three universities, one of which is a European university.

The university, as a coordinator, received funding from the European Commission for the project "Development of Veterinary Medicine Faculties in Georgia for the purpose of training young veterinary professionals in higher educational institutions" (VETPRO). The project is international and European in nature under the leadership of the university, it implies the cooperation of both international and local universities. In particular, the consortium consists of 3 from 5 universities of the country:

- European University (Georgia), coordinator
- Samtskhe-Javakheti State University (Georgia)
- Shota Meskhia State University of Zugdidi (Georgia)
- Estonian University of Life Sciences (Estonia)
- Life Sciences and Technologies of Latvia
- University (Latvia)

There are four scientific-research institutes operating in the university: Scientific-research Institute of Law, Scientific-research Institute of Economic and Social Issues of Globalization, Medical Research Institute and Andria Apakidze Institute of Archeology. International refereed journals are published within the institutes.

The university has a historical-archaeological museum, within which expeditions are actively carried out and the scientific journal "Archaeology" is published, these activities ensure promoting country's cultural heritage and saving and preserving important artefacts.

The European University is listed in the Times Higher Education "Impact Ranking" for its exceptionally active work to achieve the following Sustainable Development Goals: Good Health and Well-being (3), Quality Education (4), Peace, Justice and Strong Institutions (16) and Partnership for the Goals.



## Action plan Monitoring

Document outlines the performance of the tasks determined by the 2021-2024 action plan of the European University 2019-2025 strategy for the reporting period of the 2021-2022 academic year.

The strategic development plan of the university was developed in 2019 with the involvement of the parties interested in, and in full harmony with the mission and vision of the university defines the university, at the organizational level, and its main priorities of the development of individual structural units.

In accordance with its mission, declared vision and values, the European University has defined the following directions as strategic priorities:

- Development of the university's brand and raising its social responsibility;
- Development of programs of all three cycles of the higher education;
- Increasing the quality of planning and implementing the learning /teaching process and wider establishment of innovative methods of evaluation;
- Supporting and strengthening the scientific-research activities;
- Development of the student services and environment;
- Organizational management of the University and resource development.

The action plan of the university for 2021-2025 is based on the strategy document and defines the tasks of the reporting period and the measures designed to achieve them. The purpose of monitoring is to assess the quality of performance of the tasks defined by the action plan by the structural units, to identify strengths and areas for improvement, to reflect them in the main findings and preparation of relevant recommendations.

In the limits of the monitoring, there is carried out a quarterly monitoring of the progress of the tasks and the final annual assessment. For this purpose, a monitoring form prepared in accordance with the action plan is sent to each responsible structural unit and person defined by the action plan, where they evaluate the quality of the tasks to be performed by them, presentation of verifiers, and identification of reasons in case of non-fulfillment of the task. verification of information provided by entities, determination and analysis of cause-effect relationships between variables and indicators.

The monitoring process is open and takes place with the involvement of each structural unit and person responsible for the processes, who have the opportunity to receive information from both the final and midterm assessment stage and in an active working mode to present their views related to the evaluations.

Based on the final analysis, all measures are assigned a corresponding performance status: fully implemented, largely implemented, partially implemented, and failed to be implemented. According to the status of the implementation of measures, assessments are automatically assigned to the annual tasks of the action plan:

- Fully completed - 90% or more of the planned events are completed;
- Largely completed - 60% or more of the planned events are completed;
- Partly completed - 30% or more of the planned events are completed;
- Not completed - less than 30% of the planned events are completed.

The final statuses for the events are assigned by the group responsible for the review/evaluation of the action plan monitoring report, which is approved no later than September 30 of each year by the rector's legal act and which includes the rector, vice-rectors, heads of the quality assurance and strategic development service, human resources management and legal service. The working group is headed by the rector of the university.

When assigning the status of the events, the monitoring group takes into account the complexity, importance and quality of the events.

The annual monitoring report will be submitted to the governing board of the university for discussion. Based on the annual report, taking into account the recommendations/advice of the group, the management board may make a decision on the implementation of changes in the strategic development and/or action plan, as well as the subsequent correction of the unfulfilled measures described in the report upon adding a period to the action plan whether the need of the event to be implemented still exists.

## Summary of assessments

The European University has successfully managed to achieve the goals set in the reporting period of 2021-2022, most of the tasks have been fully, largely or partly completed, and areas for improvement have also been identified.

In accordance with the performance of the events, 8 tasks were fully completed in the reporting period, 12 and 10 partially. Only 1 task failed.

It should be noted that part of the university's "failed" events relies on the university's decision, which is caused as a result of losing the relevance of the event. The reasons for failure in fulfilling the events, there are revealed the less involvement of the persons interested in or low degree of involvement, organizational changes in the university as well.

The failed events mostly deal with the activities of the university scientific-research centers or the renewal of material resources. These issues were identified as important priorities by the university within the planning of the reporting period of 2022-2023.

Based on the results of the reporting period of 2021-2022, analysis of the performance of the target benchmarks for strategic development plan was analyzed.

N	Target Benchmark	Results of 2021-2022 Reporting Period
1.	European University continues operation as an University and carries out doctoral educational program	At this moment, the doctoral programs are not operated at the university, the status of HEI (Higher Educational Institution) is Teaching University.
2.	More than 80% of the administrative staff of the European University are satisfied and positively evaluate the university's activities	According to a survey held within the 2021-2022 reporting period, 93% of administrative personnel is satisfied and positively evaluates the university activity.
3.	More than 65% of the University graduates work by profession	According to 2021-2022 data, 87% of interviewed students are employed, from which 63% are employed according to the qualifications.
4.	More than 80% of European University students are satisfied and positively evaluate the learning process	European University maintains the benchmark of satisfaction. As of 2021-2022, students' satisfaction rate is 80%.
5.	At least 60% of the academic staff is affiliated with a European University	According to the reporting period of 2021-2022, 36% of European University academic staff is affiliated.
6.	All educational programs are accredited	There are 16 accredited and 2 authorized educational programs at the university.
7.	European University implements at least 2 new foreign language educational programs	According to the University Action Plan, the English-language Bachelor's program of Business Administration is underway, which will be completed in February 2023.
8.	At least 20% of the students enrolled in the university have a state study grant	4% of students enrolled in the university in 2021-2022 Academic Year, have a state grant.
9.	The rate of outflow of administrative personnel from the European University does not exceed 10%	By 2021-2022, the turnover rate of administrative staff exceeded 10%.

## Monitoring in accordance with directions

### Development of the university's brand and raising its social responsibility

Strategic priority includes the following objectives:

- *Increasing university trust and popularity*

Within the framework of the tasks, some important activities were planned and carried out at the university. During the reporting period, the university was widely represented in online and TV media. News and ongoing activities about the university were circulated through TV companies such as GPB, Maestro, Imedi, Rustavi 2, Adjara, TV 1, Palitra TV. The university's social media channels have increased. In addition to the official pages of the university, relevant information throughout the year was circulated through the following sites - frontnews.ge ghn.ge

Timer.ge kvira.ge interpressnews.ge edu.aris.ge, commersant.ge, expressnews.ge, bpi.ge, bmg.ge, bpn.ge, reportiori.ge, for.ge.

In the reporting period, with the support of the Training Center of Innovative Methods of Education of European University, two trainings were carried out - stress management in the co -pandemic environment and the connection of emotional intelligence with success for partner organizations.

- *Enhancement of the University's social responsibility*

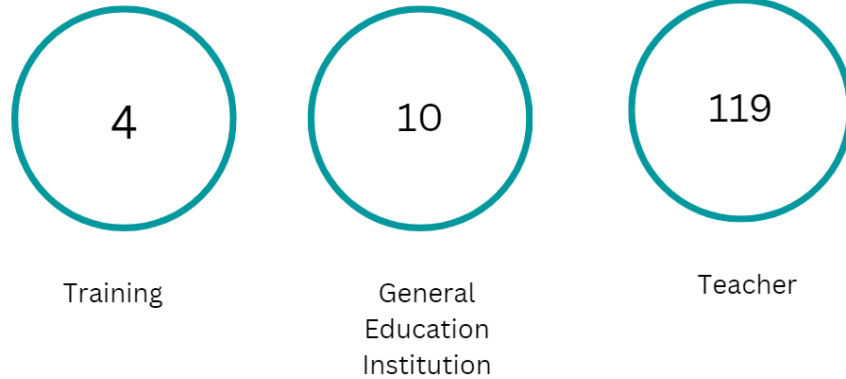
Increasing social responsibility of the university is one of the most important priorities. Andria Apakidze Archeology Institute of the European University and the Historical and Archaeological Museum of the European University carried out excavations at the Okherakhevi Necropolis (burial ground). Valuable items discovered during the archeological expedition of Necropoilis (burial ground) in the exposition of the museum. A fragment of a laboratory-processed bronze statue was also placed and its graphic and photo fixation was carried out.

The formation of N6 of the "Archeology" magazine, which was dedicated to archaeologist Germane Gobejishvili, was implemented. The museum has received ceramic material donated for restoration, metal artifacts and beads, iron artifacts and other valuable items from the expeditions.

Two monographs were published - "Admiral Spade" by Badri Goguadze, which is dedicated to the 100<sup>th</sup> anniversary of the First Republic, and " Bolnisi Sioni" by Guram Kipiani (early construction layers of the temple and its ancient inscriptions).

4 free trainings were held for the public school teachers taking qualification exams, which were attended by 119 teachers from 10 public general educational institutions.

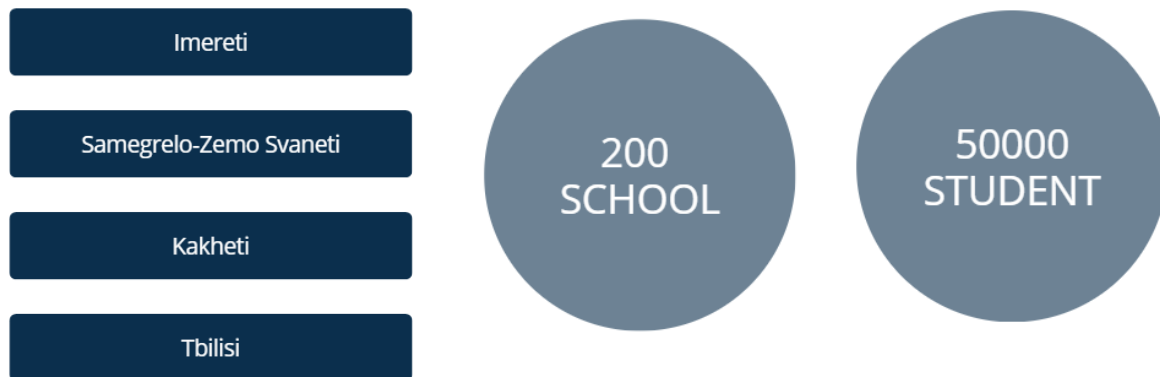




- *Attraction of local entrants/students*

A cycle of intensive meetings and presentations about the university's educational programs was held with the students of the 10th-12th grades.

Visits were carried out in 12 Imereti, 8 Samegrelo-Zemo Svaneti and 8 Kakheti municipalities and schools of the city of Tbilisi. About 5,000 students of graduating class from 200 schools attended the meeting.



At the meeting, the representatives of the university presented information to the entrants about the university's campuses, dormitories, faculties, programs, offers, exchange programs, real opportunities of employment, student life, flexible tuition schedule, scholarships, practice and internships, simulation centers, laboratories, offices and other services.

University also conducted demonstration lectures/workshops for interested entrants/students. For students of the graduating class of Georgian schools in the building of Medicine of European University, 19 workshops on 10 different topics were held by the academic and invited staff of the Faculty of Medicine.



Several workshops were held within the days of the Faculty of Law, Education, Business and Technology of the University. Also, Jean Monet's Winter School- within the framework of "Europeanization as an institution of democratization of Georgia", the university hosted 89 pupils and students. European University was actively trying to reach voice to entrants through the National Assessment and Examination Center (NAEC). More than 40,000 information messages were sent to entrants.

- *Attraction of international entrants/students*

New markets to attract international entrants/students have been identified in Nigeria and Saudi Arabia, as well as new recruitment opportunities in India and Jordan. For this purpose, work visits in the target countries were also made. In order to attract international students, more than 20 agreements were signed with international agents.

More than a hundred working meetings with international agents were held, as well as face-to-face meetings with partners who came to Georgia for a visit and are interested in cooperation with the European University.

### Development of programs of all three levels of Higher Education

- *Ensuring the accreditation of programs implemented by the University*

The university did not submit an accreditation application within the reporting period.

- *Ensuring continuous development of existing educational programs*

In order to continuously develop educational programs, learning assessment and academic performance was analyzed for business administration, law, teacher training, informatics, international relations, management, psychology, finance and banking, tourism administration educational programs. Based on the results, relevant changes were made.

Stakeholder analysis was carried out, midterm reports of the Bachelor of Business Administration and Informatics programs were prepared at the university and submitted to the National Center for Quality Development in Education.

The university developed and submitted the bachelor's programs of archeology and business administration in English for accreditation, and the integrated program of veterinary medicine was developed and successfully passed accreditation.

- *Internationalization of existing educational programs, development and implementation of foreign language programs*

The university actively worked in the direction of maintaining exchange programs for students and increasing the number of offers, the number of mutual cooperation memorandums increased. Within the reporting period, 6 students left for by the rule of mobility . Students benefited from academic mobility at the universities of Malaga (Spain) and Masaryk (Czech Republic).

University students and staff were involved in a number of international events as well:

- Winter school implemented within the framework of the Jean-Monet project, where university staff were also involved as lecturers.
- A four-day online lecture course on "Financial Education" led by a former US Peace Corps volunteer.
- Joint online webinar in dentistry held in cooperation with Tokat Gaziosmanpaşa University (Turkey). A total of 114 students and academic staff registered for the webinar.
- Series of online lectures by professors of "Grigor T. Popa" University of Medicine and Pharmacy (Romania) for students and academic staff of European university. 336 students and academic staff of the Faculty of Medicine registered for the series of lectures.
- A joint online webinar series for students and academic staff interested in international relations and politics, held in cooperation with the Western University of Timisoara (Romania).
- Webinar "Recent Developments in Research Evaluation Reform"
- Webinar "Evidence-based policy making - universities and scientific advices in times of uncertainty".
- A series of online seminars on experimental and behavioral economics organized by the University of Queensland (Australia).

- World Health Organization (WHO) free online courses. Students who successfully completed the course received certificates. Each of the 8 health students of the Faculty of Medicine of the European University attended one or more online courses organized by the World Health Organization (WHO).
- Free certificate course "Basics of Digital Marketing" offered by Google, which consists of 26 different learning modules and is accredited by the largest UK university, Open University and European Interactive Advertising
- Bureau (IAB Europe). By this moment, one administrative staff, one student have taken the free certificate course offered by Google.
- In online training modules, which were prepared within the framework of Erasmus+ financed program - "Third Way Project".

In addition, European University professors of the Erasmus+ Jean Monnet project - "Development of European Values and Standards in Georgian Schools (EU-GS)" co-financed by the European Union led a series of trainings.

Several mobilities were also carried out in May 2022. Administrative staff of the European University visited the University of Malaga (Spain) and the Western University of Timisoara (Romania) with the training mobility program.

Two students of the Faculty of Medicine attended the "Delightful Istanbul 2022 Summer School" in Turkey from July 23 to August 6, 2022, which included the courses "Neuroscience" and "Genetics and Medical Biotechnology". European University provided organizational and informational support.

In order to deepen the international partnership, the European University signed a memorandum with 4 European universities:

- Kalissia University (Poland)
- University of Personnel Management (Konin, Poland)
- Utena University of Applied Sciences (Lithuania)
- Transylvania University (Brasov, Romania)

### **Increasing the quality of planning and implementation of the educational process, widely introducing innovative methods of teaching and learning**

- *Learning - promoting the implementation of innovative teaching and assessment methods*

A study of the needs of academic and visiting staff was carried out in the university. During the first quarter of the 2021-2022 academic year, questionnaire of a study of needs was sent to academic and visiting staff in two phases. The final number of participants, 201, consisted of 36% of the total number.

Taking into account the results of the study, two training modules for the Faculty of Medicine were updated in the first quarter of the reporting period, the training module called "Evaluation Methods" was

modified and conducted in the auditorium, where the content of the training was focused on the OSCE method. Also, teaching methods have been updated in the "Modern Teaching Methods" module. In the same quarter, training was conducted according to the new module. Two existing training modules were updated.

The statistics of trainings conducted and attendees by quarters are as follows:

	Annual rate	I quarter	II quarter	III quarter	IV quarter
Number of Training	35	5	8	16	6
Number of Participants	150	20	28	67	35

An international conference was organized by the training center of the university and the center for the promotion of scientific and research activities, where the academic staff of European and other local/foreign universities took part in (60 participants). A brochure of the abstracts of the speakers has been published.

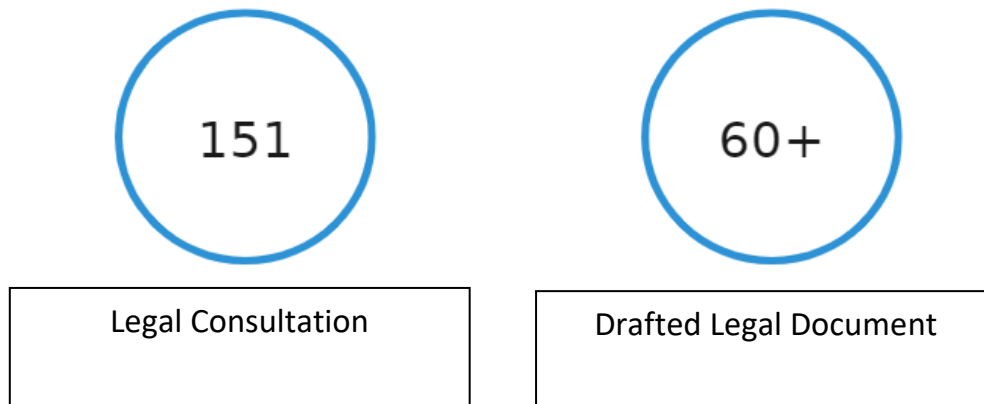
- *Expanding the activity area of the legal assistance center*

Throughout the year, the Legal Assistance Center has conducted a number of practical master classes, webinars, public lectures/discussions, and the Center has provided legal consultation to more than 70 beneficiaries.

The Constitutional Court of Georgia accepted the constitutional appeal prepared by bachelor of law students within the framework of the activities of the Legal Assistance Center. After substantive discussions, the second panel of the court satisfied the constitutional appeal.

The constitutional appeal was related to the issue of non-appearance of entrants to the unified national exams with an honorable reason. The authors of the constitutional appeal considered the regulation, which limits the possibility of resumption of testing in case of absence with honorable reason, unconstitutional.

Within the academic year, the center provided more than 150 legal consultations, developed more than 60 documents, held two events and developed 1 draft law. Criminal law cases were added to the center during the reporting period (this is the first such practice). There was an interview on the Center's activities in Radio Fortuna.



- *Establishment of practical training centers and laboratories and development of existing ones*

The license of Body Interact was renewed at the university. 3 dental study rooms were added. An electronic system for managing the examination process was installed in the simulation center and appropriate training was carried out to train the employees of the simulation center.

At the Faculty of Medicine, an agreement was drawn up with "DualMind" LLC, on the basis of which the management system of clinical skills examination process will be assembled and installed in the medicine simulation center.

The one-year license of the 3D laboratory was renewed, and 15 dental chairs were purchased for the establishment of a dental clinic.

The existing laboratories of the university were updated with appropriate materials, tools and material resources. Arrangement of a physics laboratory at the university.

In order to establish and equip the tourism center, appropriate material resources were purchased: mountaineering tourism glasses, thermal bag, dishware, thermos, maps, information booklets, atlases. And the equipment available in the university will be used to arrange the cabinet, namely: camera, life belt, protective helmet, GPS navigator, sleeping bags, backpack, paralon mat and others.

Within the reporting period, the necessary laboratory and office for the implementation of the integrated program of veterinary medicine were fully arranged and equipped in accordance with the standards. Appropriate simulators, mockups, skeletons, etc. were purchased.

- *Strengthening the external practice*

In order to increase the number of medical/dental clinical bases, negotiations were carried out with thirteen medical institutions, including six dental clinics. In particular:

In the direction of medicine:

1. Pineo Medical Ecosystem - the agreement was renewed
2. National Center of Surgery - the agreement was renewed
3. New Life Clinic - a new agreement was drawn up (in one document two institutions - National Center of Surgery (1) and New Life (2))
4. Pediatric private clinic - a new agreement was signed
5. JSC Evex Hospitals – Caraps Medline - a new agreement was signed
6. Madison Holding - all issues of the agreement have been agreed with the management of the clinic, but we are waiting for the signed agreement to be given back to us

In the direction of dentistry:

1. Novus - a new agreement and memorandum were drawn up
2. Dental Market - a new agreement and memorandum were drawn up
3. Appledent - a new agreement and memorandum were drawn up
4. New Dent - a new agreement and memorandum were drawn up
5. Zeppelin - an additional memorandum was signed
6. Dental Art - a memorandum was additionally signed

In order to increase the number of memoranda signed with public and private institutions (except medical practice facilities), new memoranda were signed, existing memoranda were revised and signed for termless. The form, terms and number of trainees were determined in the memoranda. A total of 219 memorandums were signed.

- *Raising awareness on academic integrity and plagiarism, detecting the violations and establishing preventive mechanisms*

In order to raise the awareness of academic integrity and plagiarism of the staff, the university has planned relevant trainings. As a result of the data analysis of all four quarters, it was revealed that the number of retrained persons is 66% of the staff who need to use the plagiarism system in the educational process. With the involvement of the Scientific Research Activity Support Center, an information meeting was held for students to raise awareness about academic integrity and plagiarism, online meetings were held where students were informed about the importance of academic integrity and forms of plagiarism. In total, 3 meetings were held, attended by more than 100 students.

Also, within the framework of the "Academic Honesty and Plagiarism Prevention Week", the Scientific Research Activity Support Center of the European University held online quizzes and poster competitions. Additionally, for those students of the Faculty of Medicine who started the spring semester on May 16, an academic integrity meeting was held at the university on June 10.

Plagiarism detection software is widely used in at least all faculties of the university for relevant written assignments (abstracts, Analytical Essays/Bachelor's/Master's theses etc.) within the examination process. 100% of Bachelor's theses were completed in Turnitin.

- *Enhancement of teaching process quality*

In accordance with the quality assurance mechanisms approved by the university, staff evaluation is carried out annually, after the end of the academic year. In the 2020-2021 academic year, the staff has been fully evaluated, out of 203 academic staff, 85 (42%) academic staff have submitted a scientific-research activity report: Faculty of Business and Technology - 17 (53%); Faculty of Law, Humanities and Social Sciences - 23 (52%); Faculty of Medicine - 45 (42%).

82% of academic staff at the Faculty of Law, Humanities and Social Sciences met the requirements, 52% at the Faculty of Business and Technology, and 78% at the Faculty of Medicine. In total, 70% of the academic staff of the university who submitted the scientific activity evaluation report fulfilled the requirements set for them.

Within the reporting period, in accordance with the established mechanisms of quality assurance, the evaluation of the auditory work of invited and academic personnel was periodically carried out. As a result of the monitoring of all four quarters, it was revealed that those subject to evaluation were fully evaluated according to quality assurance mechanisms.

In order to increase the quality of the educational process, in accordance with the quality assurance mechanisms, the evaluation of the examination processes and the use of the evaluation results were carried out. According to the results of the surveys, 86% of the students were satisfied with the examination processes.

In accordance with the mechanisms, evaluation of clinics and clinical training courses was also carried out. 81% of the surveyed students positively assessed the implementation of practice/clinical training courses. Recommendations were prepared based on the evaluation results.

In order to assess the general satisfaction of students and staff and to use the results of the assessment, in accordance with the internal quality mechanisms, a survey on general satisfaction was conducted, according to the results of which, the respondents 90% of students and 87% of staff were satisfied with the general cooperation with the university.

At the end of the academic year, the practical component was also evaluated. Recommendations were prepared based on the assessment. According to the survey results, 96% of surveyed students positively evaluated the practice component.

## **Development of student services and environment**

- *Support for career development of students and graduates*

Within the reporting period, a master class was held for international students on the topic: "The importance of the LinkedIn platform for career development", a public lecture on the topic "Effective resume format" and a master class "Sales of own skills and organizational culture".



Within the year, students and graduates were provided with information about 90 profile and exclusive vacancies in the direction of employment internships, as well as information about 4 employment forums.

- *Organization of student meetings with employers*

Within the reporting period, the university worked on networking issues, a meeting of business administration students and graduates with the employer was held through the Zoom online communication platform. At the meeting, the specifics of work in the financial bureau and prospects were discussed in the direction of employment of students and graduates of European University.

In addition, 3 additional meetings of a similar format were held with the representatives of the Bank of Georgia, "Happy Dent" clinic and ProCredit Bank. Within the framework of all three meetings, students heard about their internship and employment prospects in the mentioned companies and organizations and with potential employers.

More than 50 students were given career counseling throughout the year.

- *Development of electronic services for students and graduates*

In order to provide proper electronic services to students, two types of agreements were integrated into the student base - for Georgian and foreign students. Work has begun on an electronic user guide for the student base.

- *Increasing student and graduate satisfaction and loyalty*

Within the framework of the set task, a meeting was held with more than 80 students, a student survey was conducted, and based on the surveys, relevant trainings, webinars, public lectures and workshops were offered. At least 20 students attended each seminar or public lecture.

In order to inform the students, informing upon the old and new activities was carried out with students' sheet, so-called Newsletter.

In order to support graduates, trainings were planned and implemented.

- *Promotion of extracurricular educational activities and projects*

More than 20 students of the Faculty of Medicine of the University participated in the offered extracurricular practice.

The university implemented the mediation winter school, 30 students from 15 authorized higher educational institutions participated in the national mediation competition. The university also organized a mock trial in which 6 teams participated.

Both faculties of the university have planned and implemented at least one student conference.

- *Supporting students' sports teams and promotion of student initiatives*

In order to evaluate the student initiatives, a working group was created in the university and the acceptance of projects was announced, an evaluation commission was created, presentations of the projects submitted by students were held, but none of the projects could meet the established requirements.

Within the reporting period, the university continuously provided necessary training and material resources for the volleyball team. The team consists of 12 players, 2 coaches, team manager and club president. Within the reporting period, the team played in the Higher League of the Georgian Championship in classical volleyball and the Higher League in the Sand Volleyball Championship, as well as in the Universiade planned by the Federation of University Sports.

With the support of the university, 8 new student clubs were registered. In order to develop the clubs, the necessary official space was opened and appropriate infrastructure was purchased. A number of events were held to activate the clubs. Apart from that, student meetings and salon conversations were often held in the student space, both for local and international students. The clubs are supported materially and technically by the student service center of the university.

Within the reporting period, the university also actively supported the development of the futsal team. In October-December 2021, the futsal team participated in the first round games of the second league of the Georgian championship, which ended with winning the first place. For the first time in history, the team moved from the second league to the highest league of the Georgian championship.

### **Promotion and strengthening of scientific research activities**

- *Periodical revision of the University's research priorities*

Scientific Research Activity Support Center of the University has completely updated the information on scientific and research activities and potential. The University has also carried out a declared analysis of the priorities declared by national and international scientific foundations, and Scientific Research Activity Support Center has determined future research topics in accordance with the target criteria.

- *Development and internationalization of the Scientific Research Institute of Law*

For the purpose of preparation and presentation of scientific research projects, during the reporting period, the research institute of the university submitted about ten projects to various local or international organizations, although unsuccessfully. Webinars and public lectures on issues relevant to the field of law were held at the university at different times. More than 30 participants attended both events.

In October, an international scientific conference was organized by the Institute of Law and the French Embassy, which was attended by more than 30 people.

The Law Institute of the European University, with the co-organization of the French Embassy in Georgia, held the 7th international scientific conference.

The conference was held on July 23, 2022.

In 2021-2022, the Law Institute of the European University created the following scientific literature in the Georgian language:

- "Comparative criminal law" (manual). This manual is included in the syllabi of law programs of different universities of Georgia.
- "Exclusionary and mitigating circumstances in criminal law."
- "Concentration control in Georgia".
  
- *Development and internationalization of the medical research institute*

The citation index of the international scientific refereed journal on the basis of the research institute increased, and three issues of it were published within the reporting period.

For the reporting period, the institute obtained one project funding.

13 activities, panel discussions/international conference/webinars were conducted.

- *Development and internationalization of the Research Institute of Globalization, Economic and Social Problems*

Of the several projects submitted by the institute, none of them received funding. In order to strengthen international cooperation, with the organization of the Research Institute of Economic and Social Problems of Globalization of the European University and the Kherson State Agrarian-Economic University (Ukraine), an international collective monograph was prepared under the title "Strategies of Socio-Economic Development and Mechanisms of Their Implementation in Economic Insecurity and Globalization" in conditions of change"

The Research Institute of Economic and Social Problems of Globalization was a co-organizer of 2 international scientific conferences, and its representatives participated in various local/international activities within the reporting period.

- *Promotion of initiation of research grant projects*

The Research Institute of Economic and Social Problems of Globalization presented the scientific-research project "Modern challenges of higher education, labor market and development of entrepreneurial activity".

Workshops were held with academic and invited staff to introduce the existing "research funding rule" and "procedures and mechanisms for plagiarism detection, prevention, response to plagiarism cases" in the university. 2 consultations with academic staff about grant programs announced by SDGF and Wellcome Foundations were carried out. During the year 2021, a total of 5 (online) meetings and 13 individual consultations with academic and invited staff were held, therefore the annual target benchmarks were fulfilled.

On April 29, 2022, the Scientific Research Activity Support Center held an informative online meeting for academic and invited staff on the topic "How to select a scientific journal", where the methods of selecting scientific journals were discussed, the so-called Tools and methods for identifying "predatory journals". Two scientific research projects were prepared and presented by the Globalization Research Center within the Faculty of Law, Education, Business and Technology.

In order to raise the awareness of academics and visiting staff about research grants and scholarships, information was constantly shared about grant programs, conferences and workshops, in total about 100 events. An online workshop on 'Qualitative Research Methods and Research Ethics' was held for academic and visiting staff from the Faculty of Business and Technology and Law, Humanities and Social Sciences, led by Professor Hiba of Cardiff Metropolitan University.

- *Encouraging and support students' involvement in research activities*

Several important activities were carried out in this direction at the university. The fall semester student conference at the Faculty of Medicine was held on December 20-21, where about 40 students were involved.

Several students were involved in the research project funded by the university, including three students of the master's program of management of the Faculty of Business and Technology, were involved in the scientific-research project "Modern challenges of higher education, the labor market and the development of entrepreneurial activity".

The 4th issue of the student scientific magazine was printed at the Faculty of Medicine, in which the scientific articles of the students of the Faculty of Medicine of the European University were printed. The journal was placed in public European university libraries.

In the project presented by the Institute of Law: Practice of providing international legal assistance in civil cases in Georgian courts - 3 students of the European University were presented.

In addition, for the purpose of students to be involved in scientific activities, such events were planned as follows:

Poster competition on the topic "Prevention of plagiarism"

- Online meeting for students of the Faculty of Medicine of the European University (working language - Georgian) on the topic "Writing a scientific article".
- Online meeting for students of the Faculty of Medicine of the European University (working language - English) on the topic "Writing a scientific article".
- An information meeting was held with foreign language students of the Faculty of Medicine on the topic "Academic integrity and prevention of plagiarism".

- *Sharing the research findings with public*

The presentation of the internal grant scientific-research project "Modern challenges of higher education, labor market and development of entrepreneurial activity" was carried out in the university.

## University organizational management and resource development

- *Organizational management*

Analyzing the results of the assessment of the administrative staff in the university, a satisfaction survey was carried out in order to plan the next steps. 43.5% of the staff participated in the study.

In order to develop organizational culture, professional days were celebrated and employees were periodically encouraged.

Based on the results of the survey conducted within the reporting period, 80% of employees are satisfied with the organizational culture established in the university. There was an increase in the application rate for the university's vacant positions, but at the same time, the annual rate of staff turnover for 2021-2022 was 15%.

The documents on the functions of structural units, regulations, job descriptions and qualification requirements of employees, the rules for selecting staff and the rules for evaluating the competencies of administrative staff were updated.

Annual evaluation of administrative personnel was carried out in the university, 96% of employees participated in the evaluation process.

- *Attracting human resources (administrative/academic/invited).*

Within the reporting period, the university actively worked to attract program implementing personnel with international experience. In total, cooperation with 4 candidates with international experience took place.

The university is actively working on attracting administrative and academic staff using modern methods.

- *Supporting qualification upgrade for administrative staff*

As a result of employee evaluation, additional research was conducted for the purpose of professional development planning. Relevant trainings for improving the level of English were identified and planned. In order to draw up a development plan for the administrative staff and identify specific needs for raising the competencies of employees, additional surveys were conducted, based on the revealed results, there was planned to draw up and implement a development plan for employees.

- *Development of material resources of the university*

Within the reporting period, the university acquired Joe Ann's clinic, started the process of setting up a dental clinic and improving the fire safety system.

- *Development of information-technological resources*

Within the reporting period, the university purchased 8 IP cameras. Purchased and installed network hardware in the administrative building.

44 computers were purchased for the examination center.



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