



«АККРЕДИТТЕУ ЖӘНЕ РЕЙТИНГТИҢ
ТӘУЕЛСІЗ АГЕНТТІГІ» КЕМ

НУ «НЕЗАВИСИМОЕ АГЕНТСТВО
АККРЕДИТАЦИИ И РЕЙТИНГА»

INDEPENDENT AGENCY FOR
ACCREDITATION AND RATING

REPORT

on the results of the work of the external expert commission for assessing
the compliance with the requirements of the Standards for International
Accreditation of educational program 1-79 01 08 "Pharmacy"

of the educational institution "Vitebsk State Order of Peoples' Friendship
Medical University "

from February 08 to February 10, 2022

**INDEPENDENT AGENCY FOR ACCREDITATION AND RATING
EXTERNAL EXPERT COMMITTEE**

*Addressed to
IAAR ACCREDITATION COUNCIL*



REPORT

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with the requirements of the Standards for International Accreditation
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University "**

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Vitebsk

February 10, 2022 года

(I) LIST OF SYMBOLS AND ABBREVIATIONS

AIS	automated information system
DB	database
BelMAPO	State Educational Institution "Belarusian Medical Academy of Postgraduate Education"
VSMU	Educational Establishment "Vitebsk State Order of Peoples' Friendship Medical University"
WHO	World Health Organization
DGHC	Directorate General of Healthcare
SEC	State Examination Commission
C.p.	credit points
IA	final certification
ICT	information and communication technologies
LPS	Laboratory of Professional Skills
MP	medicinal product
MH RB	Ministry of Health of the Republic of Belarus
ME RB	Ministry of Education of the Republic of Belarus
SRW	scientific research work
SSRW	student's scientific research work
SMC	Scientific and Methodological Council
NLA	normative legal act
HQS	highly qualified scientists
DEWY	Department of educational work with youth
NC RB	National classifier of the Republic of Belarus
ES RB	Educational standard of the Republic of Belarus
EP	educational program
EP «Pharmacy»	educational program on the specialty 1-79 01 08 «Pharmacy»
AS	academic staff
RB	Republic of Belarus
RIVSh	State Educational Institution "Republican Institute of Higher Education"
DLS	Distance learning system
SC EQC	Student council for education quality control
QMS	Quality management system
SSC	Students scientific circle
SSS	Students scientific society
SGC	Student Self-Government Council
CC	Current certification
TP RUE	Trade and production republican unitary enterprise
SC	Standard Curriculum
HEI	Higher education institution
HI	Healthcare institution
EMC	Educational and methodical complex
EMD	Educational and methodological department
ESIC	Educational-scientific-industrial complex
EE	Educational Establishment
EPD	Educational and program documentation
MIW	Managed independent work
OSTF	Overseas students training faculty
FAT and SR	Faculty of advanced training and staff retraining
FAT and ST PP	Faculty of advanced training and staff retraining in pedagogy and psychology

FPh	Faculty of Pharmacy
SDG	Sustainable development goals
EBS	Electronic library system
EUMK	Electronic educational and methodical complex
Moodle	Modular object-oriented dynamic learning environment
ZOOM	Communication Software Zoom Video Communications



(II) INTRODUCTION

In accordance with the order of the Independent Agency for Accreditation and Rating No. 6-22-OD dated 5 January 2022 from 8 to 10 February 2022, the external expert committee (EEC) assessed the compliance with the IAAR program accreditation standards of the educational institution "Vitebsk State Order of Peoples' Friendship Medical University" (approved and put into effect in accordance with the IAAR order No. 68-18 / 1-OD dated May 25, 2018).

The report of the external expert committee contains the assessment of the compliance of VSMU activities within the framework of program accreditation with the IAAR criteria, EEC recommendations for further improvement of the parameters of educational programs and parameters of the program specialization of educational programs.

EEC composition:

IAAR Chairman – Igor Cemortan, PhD, Associate Professor, State University of Medicine and Pharmacy. N. Testemitanu (Republic of Moldova);

IAAR Foreign expert - Omarkulov Bauyrzhan Kadenovich, PhD, Associate Professor, Karaganda State Medical University (Republic of Kazakhstan);

IAAR Foreign expert - Tulupova Elena Sergeevna, Ph.D, Institute of Public Health and Medical Law, 1st Faculty of Medicine, Karlovy Vary University (Czech Republic);

IAAR foreign expert – Vasilevskaya Ekaterina Sergeevna, Candidate of Pharmaceutical Sciences, Associate Professor, Head of the Department of Pharmacy, Head of the Educational and Methodological Department, Omsk State Medical University (Russian Federation);

IAAR National Expert – Grichanyuk Dmitry A., Ph.D., Associate Professor, Head of the Department of Maxillofacial Surgery, Belarusian Medical Academy of Postgraduate Education (Republic of Belarus)

IAAR Employer - Koroed Elena Alexandrovna, Director of the medical center "Sante" (Republic of Belarus);

IAAR student - Protsenko Alesya Aleksandrovna, student of the educational program "General medicine" of the Grodno State Medical University (Republic of Belarus);

IAAR coordinator – Saidulaeva Malika Akhyadovna, IAAR project manager (Republic of Kazakhstan).

(III) REPRESENTATION OF THE EDUCATIONAL INSTITUTION

VSMU is a state institution of higher education (HEI) that implements the EP of higher education, the EP of postgraduate education, including the training of highly qualified scientists, the EP of additional education for adults, including training people for admission to the HE RB (faculty of pre-university training, preparatory courses), training in clinical residency.

By the decision of the Council of People's Commissars of the BSSR on January 6, 1932, a correspondence medical institute was founded at the People's Commissariat for Health Protection with substations in Bobruisk, Vitebsk, Gomel and Mogilev, which lasted until November 1934. By the Decree of the Council of People's Commissars of the BSSR, on November 1, 1934, the correspondence medical institute was closed down, and on November 1, 1934, the Vitebsk substation was transformed into a medical university hospital with full-time education of students, in 1938 - into the Vitebsk Medical Institute. For merits in the training of highly qualified specialists, the development of medical science and public health, in 1984 by the Decree of the Presidium of the Supreme Soviet of the USSR, the Vitebsk Medical Institute was awarded the Order of Peoples' Friendship. In 2004, it was renamed into the educational institution "Vitebsk State Order of Peoples' Friendship Medical University".

There are two faculties in VSMU that implement EP of higher education in the specialty "General Medicine" (GM, OSTF); two faculties implementing EP of higher education in the specialty "Pharmacy" (PF, OSTF); Pediatric Faculty, which implements the EP of higher education in the specialty "Pediatrics"; Stomatological Faculty, which implements the EP of higher education in the specialty "Stomatology"; two faculties that implement the EP for the advanced training of managers and specialists and the EP for the retraining of managers and specialists with higher education (FAT and SR, FAT and R in P and P); FPT (faculty of pre-university training), which implements the educational program for admission to the educational institution.

The activities of VSMU are carried out in accordance with the constituent documents:

- Charter of VSMU, approved by the order No. 85 of the Ministry of Health of the Republic of Belarus dated 17 April 2001 (as amended by the order No. 1390 of the Ministry of Health of the Republic of Belarus dated 27 November 2012) and registered by the Vitebsk City Executive Committee No. 300002704 dated 5 December 2012 (with amendments and additions approved by orders of the Ministry of Health of the Republic of Belarus No. 391 of 14 April 2015, No. 888 of 20 September 2016, No. 1387 of 26 December 2018, No. 523 of 30 April 2019, No. 752 of 25 June 2021);

- Certificate No. 300002704 of state registration of a non-profit organization, issued on December 1, 2004 based on decision No. 247 of the Vitebsk Regional Executive Committee dated April 25, 2004;

- Certificate No. 0008676 on state accreditation of VSMU for compliance with the declared type of specialized university, issued on the basis of the order No. 710 of the Ministry of Defense of the Republic of Belarus dated 1 October 2019;

- Certificate No. 0000904 on state accreditation of VSMU in specialties issued on the basis of the order No. 710 of the Ministry of Defense of the Republic of Belarus dated 1 October 2019.

In recent years, VSMU has been awarded: the Order of Peoples' Friendship; Honorary state banner of the Republic of Belarus; an honorary diploma of the Council of Ministers of the Republic of Belarus; an honorary diploma of the Vitebsk Regional Executive Committee; a gold medal "Brand of 2017 Year" and a silver medal "Brand of 2018 Year" in nomination "Socially Responsible Brand", with gratitude from the Ministry of Education of the Republic of Belarus. According to 2018 work results, VSMU was listed on the regional Board of Honor, according to the 2019 work results the university was put on the Board of Honor of Vitebsk.

Currently, VSMU has 4 educational buildings, the learning center for practical training and simulation training, 8 dormitories, 2 gyms, 4 fitness facilities, the research laboratory, 2 canteens, 3 cafes, 5 buffets. There is a VSMU clinic, a dental university polyclinic, an industry chemical and pharmaceutical laboratory, and 27 premises rented.

13 scientific and pedagogical schools, 2 doctoral councils for the defense of a thesis are successfully functioning.

VSMU has signed 85 international cooperation agreements with universities and research organizations from 22 countries. Annually, an average of 9 agreements on international cooperation is concluded.

VSMU conducts educational work to raise public awareness on the SDGs (Sustainable Development Goals) in Belarus: a common SDGs logo and the SDG icon No.4 "Quality education" are posted on main university website page and DLS; when textbooks, collections of scientific papers, brochures, etc. are published, SDG #3 "Good health and well-being" and/or SDG #4 badges are placed.

VSMU is a member of the Eurasian Universities Association (EUA), the International Association for Medical Education (AMEE), the European Association of Faculties of Pharmacy (EAFP), the Association of Medical Schools in Europe (AMSE). VSMU Information is available on the WHO website and in the Avicenna Directory. VSMU participates in the Global World Communicator (GWC), Education and Science program as an international expert.

VSMU is represented in the world ranking systems: Webometrics Ranking of World Universities; RankPro 2020/2021 World Leading Universities TOP 1000; World University Rankings RankPro Subject Ranking 2021 - Medicine and health; Times Higher Education Impact Ranking 2021.

The pharmaceutical faculty of VSMU was opened in 1959 numbering 100 students. The correspondence department of the pharmaceutical faculty was opened in 1964 and functioned until 1970. It was then re-launched in 1981. Since 1991, the training of foreign citizens in the specialty "Pharmacy" has been carried out. Since 1994, the departments of the faculty have been offering courses of advanced training.

In total, 798 students including 37 citizens of 12 foreign countries study at the first level of higher education in the pharmaceutical faculty and in overseas students training faculty in "Pharmacy" specialty. VSMU provides organizational and methodological support for 173 pharmacy interns.

Table 1 – Dynamics of the contingent of students of EP "Pharmacy"

Number of students	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
- full-time education	886	815	734	664	624
<i>Of which OSTF</i>	26	34	32	32	31
- part-time students	437	398	283	224	174
<i>Of which OSTF</i>	1	6	8	7	6
Total number	1323	1213	1017	888	798

Table 2 - General information about the educational institution

Full name of the medical education establishment	Educational Establishment "Vitebsk State Order of Peoples' Friendship Medical University"
Founders	Ministry of Health of the Republic of Belarus
Year of foundation (name, renaming (when	Vitebsk State Medical Institute was established on the basis of the Decree No.208 of the Council of People's Commissars of the BSSR

implemented))	<p>dated October 11, 1934.</p> <p>By order No. 1040 of the Ministry of Health of the USSR dated 7 September 1984, the institute was renamed the Vitebsk State Order of Peoples' Friendship Medical Institute.</p> <p>Vitebsk State Order of Peoples' Friendship Medical Institute on April 3, 1999 was reorganized as Vitebsk State Order of Peoples' Friendship Medical University in accordance with the order No. 104 of the Ministry of Health of the Republic of Belarus dated April 3, 1999.</p> <p>Vitebsk State Order of Peoples' Friendship Medical University was renamed into the State Higher Educational Establishment "Vitebsk State Order of Peoples' Friendship Medical University" by order No. 85 of the Ministry of Health of the Republic of Belarus dated April 17, 2001.</p> <p>The State Higher Educational Establishment "Vitebsk State Order of Peoples' Friendship Medical University" was renamed the Educational Establishment "Vitebsk State Order of Peoples' Friendship Medical University" by order No. 63 of the Ministry of Health of the Republic of Belarus dated March 26, 2004.</p>
Current accreditation status:	
Location	Republic of Belarus, 210009, Vitebsk, 27, Frunze Ave.
Rector	Rector Anatoly Tadeushevich Shchastny, Doctor of Medical Sciences, Professor
License (entitling document)	Special permit (license) No. 02100/441 for the right to carry out educational activities was issued on the basis of decision No. 607 dated April 30, 2004 and registered in the register of special permits No. 441 (licenses) of the Ministry of Education of the Republic of Belarus.
Number of students (full-time, part-time education)	Full-time education: 5700 people (under license), 4837 people (as of 1 October 2021); Part-time education: 600 people (under license), 174 people (as of 1 October 2021)

Table 3 – Information about the educational program “Pharmacy” undergoing international accreditation.

Part I	
Educational programme	“Pharmacy” (1-79 01 08)
Level / Study period	I level of higher education / 5 (5,5) years
Structural units (the Head)	Pharmaceutical faculty (Lapova Natalia Valeryevna, Candidate of Pharmaceutical Sciences, Associate Professor); Overseas students training faculty (Pobyarzhin Vyacheslav Voytehovich, Candidate of Biological Sciences, Associate Professor).
Main departments (Heads of the departments)	Management and Marketing in Pharmacy (Shulmin Andrey Vladimirovich, Doctor of Medical Sciences, Professor); General and Clinical Pharmacology with course of FAT and SR (Konorev Marat Ruslanovich, Doctor of Medical Sciences, Professor);

	<p>Management and Economy of Pharmacy with course of FAT and SR (Khutkina Galina Aleksandrovna, Candidate of Pharmaceutical Sciences, Associate Professor);</p> <p>Industrial Technology of Medicines with course of FAT and SR (Hishova Olga Mikhailovna, Doctor of Pharmaceutical Sciences, Professor);</p> <p>Standardization of Medicines with course of FAT and SR (Yakovleva Olga Aleksandrovna, Candidate of Biological Sciences);</p> <p>Toxicological and Analytical Chemistry (Zhebentiayev Alexander Ilyich, Doctor of Pharmaceutical Sciences, Professor);</p> <p>Pharmacognosy with course of FAT and SR (Yorshik Olga Aleksandrovna, Candidate of Pharmaceutical Sciences, Associate Professor);</p> <p>Pharmaceutical technology (Tarasova Yelena Nicolayevna, Candidate of Pharmaceutical Sciences, Associate Professor);</p> <p>Pharmaceutical Chemistry with course of FAT and SR (Zhernosek Alexander Konstantinovich, Candidate of Pharmaceutical Sciences, Associate Professor).</p>
Part II	
Number of credits ECTS	300
Duration of educational training (number of semesters), study mode	5 years (10 semesters), full-time education 5,5 years (11 semesters), part-time education
Beginning of educational training (winter semester / summer semester)	Autumn semester – 1 st of September
Date of implementation of educational programme	1959
Further education opportunities (after finishing the programme)	Master's degree / 1 year Postgraduate training course / 3–5 years
Aims and objectives	<p>Aims: developing of academic, social, personal and professional competencies needed for working as pharmacist — an expert in the field of maintenance and promotion of health, rehabilitation, prevention of diseases.</p> <p>Objectives: training of highly qualified personnel; ensuring integration into the European area of higher pharmaceutical education.</p>
Brief description of the program	EP for the speciality 1-79 01 08 “Pharmacy” contains a series of social-humanitarian, natural science, general professional and special disciplines referring to a state educational constituent; disciplines referring to a higher educational establishment constituent; optional disciplines; additional types of training; training and internship practice; final certification.
Educational outcomes	<p>Graduates will get:</p> <p>– a diploma of the established standard of higher education in the speciality «Pharmacy» with qualification “pharmacist” (for citizens of Bashkortostan);</p>

	– a diploma of international standard with qualification “pharmacist” and a title “Doctor of pharmacy” (for foreign citizens).
Specialization	No
Additional characteristics	
Number of students admitted	The total number of students on 01.10.202 is 798 (full-time, part-time education), of which 593 are studying at the Pharmaceutical faculty in the full-time form of education, 168 – in the correspondence form of education, 37 people at the Overseas students training faculty.
Job opportunities, possible career options	Pharmacist

(IV) Description of the previous accreditation procedure

International accreditation EP 1-79 01 08 «Pharmacy» is held for the first time.

(V) Description of EEC visit

From the 8 February to 10 February 2022 the work of the EEC was carried out in a hybrid format on the basis of the Program of the IAAR expert commission visit as part of specialized accreditation of educational programs.

To coordinate the work of EEC on 07.02.2022 an initial meeting was held during which fields of responsibilities were distributed among the members of the committee, the schedule of the visit was clarified, and agreement on the choice of methods of expertise was reached.

In order to obtain objective information to evaluate the university the EEC members used the following methods: visual inspection, observation, interview of employees of various structural units (teachers, students, graduates and employers), survey of professors, teachers and students.

The EEC members' meetings with the target audience were conducted according to the program of the visit, in accordance with the established time limits. The University staff arranged the presence of all persons stated in the visit program.

On 8 February 2022 during the first day of visit, a meeting of the chairman with the EEC members was held with the aim to assign the experts' responsibilities. The following people were interviewed in a hybrid format: The Rector of the university (Anatoly Tadeushevich Shchastny, Doctor of Medical Sciences, Professor); vice-rectors (Vice-rector of Educational Work — Konevalova Natalia Yurievna, Doctor of Biological Sciences, Professor; Vice-rector of Scientific and Research Affairs — Sushkov Sergey Albertovich, Candidate of Medical Science, Associate professor; Vice-rector of Clinical and Pharmaceutical Affairs and Postgraduate Education Shchupakova Alina Nikolaevna, Doctor of Medical Sciences, Professor; Vice-rector of International Affairs and Work with Foreign Citizens — Savchuk Maxim Mikhailovich, Candidate of Medical Science; Vice-rector of Pedagogical and Ideological Affairs — Boltrushevich Natalia Gennadiyevna, Candidate of historical sciences, Associate professor; Vice-rector of Administrative and Service Affairs Vasiliev Oleg Miloslavovich, Candidate of medical sciences, Associate professor; Vice rector for safety, regime and staff — Dorofeev Nikolay Borisovich, Candidate of psychological sciences, Associate professor).

This was followed by face-to-face interviews with heads of structural units (21 persons); deans (Dean of the Pediatric Faculty - Asiryana Elena Gennadyevna, Doctor of Medical Sciences, Associate Professor; Dean of the Faculty of Advanced Training and Staff Retraining in Pedagogy

and Psychology - Gorodetskaya Irina Vladimirovna, Doctor of Medical Sciences, Professor; Dean of the Faculty of pre-university Training - Gusakova Elena Anatolyevna, Candidate of Biological Sciences, Associate Professor; Dean of the Faculty of Advanced Training and Staff Retraining Dmitrachenko Tatiana Ivanovna, Doctor of Medical Sciences, Professor; Dean of the Stomatological Faculty - Karpuk Ivan Yurievich, Doctor of Medical Sciences, Associate Professor; Dean of the Pharmaceutical Faculty – Lapova Natalya Valeryevna, Candidate of Pharmaceutical Sciences, Associate Professor; Dean of the People’s Faculty “Health Protection” - Olenskaya Tatiana Leonidovna, Doctor of Medical Sciences, Associate Professor; Dean of the Faculty of Overseas Students Training - Pobyarzhin Vyacheslav Voytehovich, Candidate of Biological Sciences, Associate Professor; Dean of the Medical Faculty - Fomina Marina Petrovna, Doctor of Medical Sciences, Associate Professor).

An interview was held in a hybrid format with the heads of the departments of the Pharmaceutical Faculty (Head of the Department of Management and Economy of Pharmacy with course of FAT and SR — Khutkina Galina Aleksandrovna, Candidate of Pharmaceutical Sciences, Associate Professor; Head of the Department of General, Physical and Colloidal Chemistry - Kuntsevich Zinaida Stepanovna, Candidate of Pedagogical Sciences, Associate Professor; Head of the Department of Pharmacognosy with a course of FAT and SR - Ershik Olga Alexandrovna, Candidate of Pharmaceutical Sciences, Associate Professor; Dean of the Pharmaceutical Faculty - Lapova Natalia Valeryevna, Candidate of Pharmaceutical Sciences, Associate Professor); teachers of the departments, implementing EP “Pharmacy” (24 persons). A survey of the staff was conducted (261 persons, of them in the specialty “Pharmacy” - 43 (16.5%).

According to the program of the EEC visit, a tour about the university was also held, during which experts visited: the main building of the University, the anatomical museum, Training Center for Practical and Simulation Competence, the educational-scientific-practical center “Pharmacy”.

During the second day of visit on 9 February 2022, EEC members interviewed students of EP “Pharmacy” (25 persons); surveyed students (475 persons of which: on EP “Pharmacy” — 160 persons (33.7%). Then the EEC members reviewed documents of the departments of the Pharmaceutical faculty and attended classes hold by the AS of the Department of Management and Economy of Pharmacy with course of FAT and SR in full-time format and in accordance with the schedule (Group 5, lecturer Hutkina G.A., Candidate of Pharmaceutical Sciences, Associate Professor) and of the Department of Industrial Technology of Medicines with the course of FAT and SR (Group 1, lecturer Hishova O.M., Doctor of Pharmaceutical Sciences, Professor). During the practical training the EEC members inspected the applied educational technologies, educational and methodical stuff for students, material and technical equipment of the training rooms, etc. The visitors were introduced to the departments’ journals, SSS work plans, monographs, AS methodical recommendations, educational-methodical complexes for different disciplines.

EEC members visited practice bases for EP “Pharmacy” (Pharmacy 157 of the first category, Vitebsk, Moscow Ave. 1/102, Pharmacy 79 of the second category, Vitebsk, St. M. Gorky, 155/49). Then interviews with heads of practice bases, employers on accredited EP (21 persons) and with graduates of EP “Pharmacy” (10 persons) were held in a hybrid format.

During the third day of visit on 10 February 2022, under the supervision of the Chairman, another committee meeting was conducted in a hybrid format, at which the EEC results were discussed. The EEC members considered the parameters of the specialized profile, held a vote and prepared the necessary documentation for the completion of the committee’s work. Final meeting of EEC with VGMU administrators was held.

(VI) COMPLIANCE WITH PROGRAM ACCREDITATION STANDARDS

6.1 “Mission and Deliverables” Standard

Evidence-based part

Educational institution “Vitebsk State Order of People’s Friendship Medical University” (hereinafter - VSMU) operates on the basis of the Charter and in accordance with the legal and regulatory documents adopted in the Republic of Belarus.

Mission and perspective, «Quality Policy», «University Development Program for 2021-2025» have been worked out considering external NLA of RB.

The mission of VGMU is to prepare highly qualified and highly demanded specialists in medicine by combining medical education, advanced fundamental and clinical research, professionals seeking to strengthen and improve the health of people as the main value of society in the republic and the world. Implementation of educational, scientific and innovative programs promotes the creation of favorable conditions for the spiritual development of the individual, the realization of his creative potential, providing opportunities for further mastering professional education and development.

The goals and strategies of EP are determined by the competencies of graduates, who become educated and consolidated through the acquisition of professional experience. The results of training are determined by the qualifications that allow alumni after graduation to start professional activity. Students acquire these qualifications during the period of mastering EP at the university by integrating knowledge and skills as well as their practical application.

Policy in the field of quality of university work, as well as the development, updating and analysis of the Mission and Perspective is the responsibility of the sector of quality management system (QMS) under the guidance and direct participation of the rector and vice-rectors of the university. Drafts of documents that are being developed and (or) updated are available for discussion and suggestions by all the interested parties on the university’s internal network (the procedure is specified in the passport of the process «Strategic and operational planning, analysis of the quality management system by administration staff and continuous improvement» PP QMS VSMU 6.0.0-01-2019). Considering the opinions of the interested parties, changes are made to projects. The revised Mission and Perspective were approved by the University Council on 17.11.2021, protocol № 14.

The mission of the University, the Perspective and Policy in the field of quality, the University Development Program envisages the introduction of the achievements of research in the field of biomedical, clinical, pharmaceutical, behavioral and social sciences in the educational process. The content of disciplines is regularly updated taking into account the results of research on the development and introduction of new methods of treatment, prevention, diagnosis of diseases, creation of highly effective drug forms, formation of methodical approaches to solving social and economic problems of the health system.

The mission of the educational program «Pharmacy» is to prepare highly-qualified pharmacists who comply with the requirements of pharmaceutical ethics and deontology, who are highly demanded in the labor market in the field of pharmacy and who seek to strengthen and improve the people’s health as the main value of society in the republic and the world by combining medical education with using innovative practical-oriented technologies, students’ research work and implementation of the results of advanced basic and practical research of social-personal and pharmaceutical sciences.

The mission of VSMU is “to prepare highly qualified and highly demanded specialists in medicine by combining medical education, advanced fundamental and clinical research, professionals seeking to strengthen and improve the health of people as the main value of society

in the republic and the world.”

After the completion of the EP “Pharmacy” graduates are trained in an internship, after which they begin to work as pharmacists. Also, a specialist after mastering EP at «Pharmacy» is prepared for postgraduate training (master’s, postgraduate, doctoral studies, retraining, advanced training).

In VSMU, the system of continuing pharmaceutical education is implemented with the help of FAT and SR, which gives the opportunity to learn throughout life. The requirements for periodicity of professional development (at least once every 5 years) are determined by the National Academy of Sciences of the Republic of Belarus.

With the aim of providing access to all interested parties Mission VSMU and EP “Pharmacy”, the final results of the EP are available for discussion and suggestions in the internal network of the university. To improve the availability of information to internal users, the VSMU quality mission and policy were sent to all units via corporate e-mail.

Employees of the Dean’s office of the Pharmaceutical Faculty, professors and lecturers of the Departments of the Pharmaceutical Faculty, ESIC «Pharmacy», students and pharmacists took part in the development of the Mission of EP “Pharmacy”. Interested parties involvement in the development was achieved by sending out the project.

The mission of EP “Pharmacy” is based on the opinion of all the interested parties. The final result is agreed upon with all the participants of the document, approved by the decision of the Council of the Pharmaceutical Faculty from 26.11.2021. (protocol № 8) and is officially published on the VSMU website.

After mastering EP “Pharmacy” and getting necessary knowledge, skills and abilities, graduates form the required competencies, which are consistent with the types of professional activity and professional responsibilities, taking into account the real needs of the pharmaceutical industry and readiness for postgraduate training, including lifelong learning.

The final results of EP “Pharmacy” are consistent with the requirements for the continuation of further professional training and its final outcomes, and the challenges facing the domestic and global pharmacy.

During the implementation of the educational program, the interaction of the final results of training with the problems of practical pharmacy and global health is constantly monitored and ensured. VSMU is included in the implementation of the international program «Sustainable Development Goals».

During their studies at the university, students can engage in SRW as part of their activity at the department scientific circles and SSS, and in the future they may continue their studies at the II stage of higher education (master’s degree). In 2020, by order of the Rector of the University, a laboratory of professional skill “Science” was created. On the basis of this laboratory, 90 people are engaged.

Students Research work is written into the educational and program documentation (course and thesis works, abstracts, etc.). To attract students to research, SSS, departments SSC, LPS “Science” and chemical-pharmaceutical student laboratory function. SSRW courses are focused on solving problems for pharmaceuticals and global health.

To improve the quality of training as part of QMS, a survey of students, professors and teaching staff as well as employers and graduates on issues including the evaluation of competencies is conducted. The obtained data are analyzed, discussed and used to improve the EP “Pharmacy”.

Analytical part

EEC experts note that within the standard “Mission and results” in the specialty 1-79 01 08 “Pharmacy”, during the work of the external expert committee and analysis of the submitted documentation, compliance with the requirements of the standard was stated. The analysis of the compliance of the University activity and the Pharmaceutical Faculty activity with the criteria of the Standard indicates the existence of a Development Strategy that corresponds to the mission

and perspective in VSMU.

EEC members note that the Mission of EP “Pharmacy” is brought to the attention of interested parties through notification and publication on the official site, sending by e-mail to all structural units, professors and teaching staff, students, by placing on the information stands of the departments and in the buildings. At the same time, the experts note that during the interview with the AS, students, employers and graduates the mission of the university and the mission of EP “Pharmacy” were not clearly presented.

The EP “Pharmacy” is worked out with consideration to the requirements of the educational standard of higher education, approved by the decision of the Ministry of Education of the Republic of Belarus, and serves to prepare a pharmacist competent in the following types of professional activity: production, control and authorization, organization and management, trade and finance, information and consulting, research, innovation, pedagogy.

The material resources available at the university are used responsibly to implement the goals set by the mission. The EEC members note that great importance is paid to the formation of appropriate behavior among students towards each other, teachers, colleagues, patients and their relatives.

Interviewing employers, the high demand of graduates and the quality of their training was noted, as well as a high percentage of employment (100%) of specialists, which can confirm the compliance of EP “Pharmacy” with the declared outcomes.

Strengths/best practice

There are no strong points in the standard.

EEC recommendations

No

Conclusions of EEC according to the criteria: strong/ satisfactory/need improvement/unsatisfactory

strong — 0,

satisfactory — 23,

suggest improvement — 0,

unsatisfactory — 0.

6.2 "Educational program" Standard

Evidence-based part

The formation of the educational program in the specialty 1-79 01 08 “Pharmacy” is carried out in accordance with the requirements of the educational standard of higher education, approved by the decision of the Ministry of Education of the Republic of Belarus from 30.08.2013. № 88.

EP “Pharmacy” is a complex of basic educational characteristics, which are presented in the form of ES RB, SC and necessary EPD, developed in the established order. The code and name of the EP, the form of receiving and the duration of receiving education correspond to NC RB 011-2009 and the Education Code. In 2019 EP “Pharmacy” successfully passed the procedure of state accreditation held by the Department of Quality Control of Education of the Ministry of Education of the Republic of Belarus (certificate № 0008676, certificate № 000000904).

EP “Pharmacy” consists of 300 credit units and is implemented in full-time (day) form of education for 5 years, in correspondence form - 5.5 years. The EP volume for one year is 60 credits. 1 credit unit is 36-40 hours of training.

EP “Pharmacy” is interdisciplinary in its basis, disciplines are organized in such a way as to

facilitate the knowledge interconnection when they are assimilated in different disciplines. Vertical integration of disciplines, from basic biomedical to behavioral and specialized pharmaceutical disciplines, has also been ensured.

In SC EP “Pharmacy” there are the following sections: the state component and the component of the HEE. The HEE component includes optional and elective disciplines. Every year, according to the order on VSMU the topic, the amount of hours on optional classes and disciplines of choice, providing the opportunity to build an individual trajectory of learning are determined.

The learning on the educational program is carried out using the traditional (linear) system of education. Disciplines and modules in SC are built considering their content relationship. The planning and revision of the EP involves the structural units and professors engaged in its implementation.

Both traditional and innovative teaching methods, including practice-oriented education, are used in the learning process. In order to ensure the application of ICT (incl. Moodle) and organizational and pedagogical technologies in the educational process, since 2009, the laboratory of innovative pedagogy has been working in VSMU. A modular-rating system of knowledge assessment has been introduced and used, stimulating the student to obtain qualitative knowledge and to increase his responsibility.

The final results of the training the graduate demonstrates on the state final certification (SFC). The results of learning on EP “Pharmacy” are determined by acquired competencies of a graduate, i.e. his ability to apply knowledge, skills and personal qualities in accordance with the tasks of professional activity. A graduate can work as a pharmacist.

The management of the EP is carried out by the vice-rector for educational work, the educational and methodical department and the dean’s office of the pharmaceutical faculty in accordance with the EPD. There functions a multi-level system of quality control of students’ training, carried out by the departments and deans of FPh, OSTF in the context of analysis of issues of academic achievement and attendance of students, including through using the ICT.

The monitoring and evaluation of the indicators of the organization and effectiveness of the educational process are carried out within the framework of the QCS through the analysis of the CC and FC, the development of a plan of measures to improve the quality of training. Consumers’ satisfaction with the quality of educational services is monitored annually.

The policy of representation of students and their appropriate participation in all matters related to students is being actively implemented in the VSMU.

To constantly improve the quality of EP “Pharmacy”, various structural subdivisions of VSMU, as well as students and employers, are involved. VSMU has developed a system for introducing personal scientific developments into the educational process and into the practice of health care.

Table 4 – Number of acts of introduction of one’s own working-outs by VSMU employees in the educational process and practical health care

	2017	2018	2019	2020	2021	Total
Number of acts of introduction:						
- into the pharmaceutical and health care practice	165	175	164	110		614
- into the educational process	341	301	341	342		1325

The Council of the Pharmaceutical Faculty (which includes administration university staff, AS and students) deals with issues related to educational, scientific, educational and ideological work, international cooperation, etc. Pharmaceutical specialists are invited to the Council meetings to consider issues.

The integration of the scope of disciplines of the curriculum in blocks (biomedical,

behavioral and social, pharmaceutical disciplines) corresponds to the systematic study of the educational material. The block of basic biomedical disciplines presented by 14 disciplines (Biology, Biomedical statistics, Human anatomy and physiology, Biomedical physics, General and inorganic chemistry, Medicine emergency, Pharmaceutical botany, Analytical chemistry, Organic chemistry, Physical and colloid chemistry, First pre-medical aid, Pharmaceutical Hygiene, Biological Chemistry, Pathological Physiology). The basic biomedical sciences of EP “Pharmacy” form the basic knowledge for the development of the principles of scientific thinking and scientific methods of research necessary in the future for the study of the specialized pharmaceutical disciplines. Therefore, most of the disciplines of this group are studied in 1-3 course year.

The behavioural and social discipline cluster consists of 18 disciplines (History, Political Science, Philosophy, Economics, Pharmaceutical Latin, Foreign language, Informatics in pharmacy, Management in pharmacy, History of pharmacy, Psychology of interpersonal relations, Sociology of health/ Culture, Specialized module “Philosophy”, Specialized module “Economy”, Fundamentals of intellectual property management, Biopharmaceutical ethics and communication, Medical informatics, Belarusian language (professional vocabulary), Human life security). 17 pharmaceutical disciplines are to be studied (Pharmacognosia, Pharmacy technology of drugs, Pharmacology, Pharmaceutical chemistry, Organization and economics of pharmacy, Management and economics of pharmaceutical enterprise, Industrial technology of medicines, Clinical pharmacology, pharmacological therapy, Pharmaceutical biotechnology, Fundamentals of pharmacoconomics, Toxicological chemistry, Medical and pharmaceutical commodity science, Pharmaceutical development with the basics of biopharmacy, Pharmaceutical Ecology, Pharmacoepidemiology, Drug Standardization, Pharmaceutical Aid).

The integration of the basic medical sciences with the specialized pharmaceutical disciplines is used in the solution of practical-oriented situational problems and the skills acquisition in working with analytical equipment.

At all stages of mastering EP “Pharmacy” students are prepared for further professional activity. For this purpose, in the training process various pedagogical technologies are used that develop students' skills of teamwork, interpersonal communication, decision-making, as well as leadership qualities; also methods and algorithms for solving professional problems are trained. In addition, the teaching of pharmaceutical disciplines is based on the existing NLA, modern achievements of the world science and pharmaceutical practice.

The quality of education at FPh faculty is a priority. Continuous monitoring of changes in the field of professional pharmaceutical activity contributes to the modernization of education in accordance with the modern requirements.

VSMU monitors employers' satisfaction with the quality of training of VSMU graduates; surveys the satisfaction of VSMU graduates with the quality of education obtained. These studies make it possible to identify problems in the training of specialists, assess achievements and identify improvement points in various areas.

According to the results of the survey of students conducted during the visit of the EEC, 82.7% of respondents gave a positive assessment of the overall quality of educational programs; of training methods in general — 81.9% of respondents. 85.1% of respondents were satisfied with the information support and explanation before entering the university admission rules and the strategy of the educational program (specialty). Information on the requirements for the successful completion of this educational programme - 89.7%. Informing students about courses, educational programs and received academic degree - 84.2% of respondents. Based on the results of a survey of teachers conducted during the visit of the EEC, 85.4 % of respondents gave a positive assessment of the EP as meeting the needs of the AS.

Analytical part

EEC Experts note that within the standard “Educational Program” on EP “Pharmacy”, during the work of EEC and the analysis of the presented documentation, in general, compliance

with the standard requirements was stated.

Analysis of EP “Pharmacy” shows that the content and volume of disciplines and other educational and methodical elements to ensure proper coordination between the main biomedical, behavioral, social and pharmaceutical disciplines correspond to ES RB on the specialty 179 01 08 “Pharmacy”. The educational program is logically structured, understandable for students, because it contains full information about the scope and sequence of studying the disciplines of various blocks. The list of disciplines and practices allows to form the established ES RB competences.

The content of the educational program is discussed at the departments meetings, Academic Council of the faculty and university. In case of change in the requirements of ES RB, the necessary changes are made to the structure and scope of educational program. EP 1-79 01 08 “Pharmacy” is interdisciplinary. The themes are organized in such a way as to facilitate the knowledge interlinkages between different disciplines.

The integration of biomedical disciplines can be traced on the example of 1-2 study years, their relationship with pharmaceutical disciplines - at the subsequent study years.

According to the results of the interview of AS and students by the EEC, it was revealed that the university is not actively using methods of teaching and learning based on the modern theory of adult education, but the focus groups note that the University has created conditions for the integration of education and science, the functioning of VSMU as a single educational and scientific-production complex (implementation of the VSMU conception 3.0).

Strengths/best practice

1. The presence in VSMU of the People’s Social Faculty “Health Protection”, which determines the relationship with complementary medicine.
2. According to the conducted surveys, the academic staff support the efforts of the university management and are satisfied with the work and study conditions.
3. Constructive interaction with the health sector, the presence of contracts with clinical bases, which guarantees early involvement of students in pharmaceutical activities.
4. A strong material and technical base at the university, allowing to ensure the practical orientation of EP (training center of practical and simulation training, educational and scientific-practical center “Pharmacy”).
5. Availability of a comprehensive program of students support at the university.

EEC recommendations

1. It is recommended to make wider use of innovative teaching and learning methods on the EP “Pharmacy”, based on the modern theory of adult education. Term: 2022-2023 academic year.

2. It is recommended to make wider use of active training methods when implementing EP “Pharmacy” (PBL - problem-based training, TBL - team-based training, RBL - research-based training, etc.). Term: 2022-2023 academic year.

3. It is recommended to provide continuous monitoring of the quality of implementation of EP “Pharmacy” by all the interested parties. Term: 2022-2023 academic year.

Conclusions of EEC according to the criteria:

strong — 5,
satisfactory — 37,
suggest improvements — 1,
unsatisfactory — 0.

6.3 “Student Assessment” Standard

Evidence-based part

The evaluation of the educational results in VSMU is carried out in accordance with the NLA RB and internal legal acts: the act on the modular rating method of knowledge assessment on the 10-point system, — available in DLS (Rules for the certification of students in the acquisition of the content of the educational program of higher education at the 1st level, approved by the order of the rector of 14.08.2015. № 311-educational). The assessment of students' results is carried out considering the peculiarities of each discipline and takes into account its goals and objectives, practical skills mastered, innovative educational technologies used for training. Evaluation of students is carried out on the basis of the results of each class, final class, CC. The number of final classes is not more than two per semester in an academic discipline and not more than two final classes per academic week.

The effectiveness of the innovative educational technologies introduction and the resulting new methods of evaluating students are studied within the framework of the general university theme «To assess the effectiveness of the innovative pedagogical technologies use in improving the quality of education at the medical university».

According to the Republican and local NLA, in case of an unsatisfactory mark, a student is given the right to two official retakes, and a second retake is organized by commission. The Commission is composed of three experienced teachers. In case a student wishes to improve the CC mark, he or she may apply for permission to retake the exam in order to improve the mark, but not more than three subjects during the entire period of study.

The transparency and accessibility of the assessment procedures is ensured by the free access of the interested parties to the NLA regarding the evaluation criteria and the engagement of external experts as chairs and members of the SEC.

Evaluation at the CC and FC is realized as an arithmetic average of 3 components: a rating that reflects the level of academic competence and the student's attitude to learning; mark for practical skills, which indicates the level of professional competence; mark for oral interview, which determines the level of mastery of the theoretical material, summarizing academic and professional competence. To succeed, the graduate should also be able to follow the moral values of society and the State, possessing a set of socio-personal competencies.

Quality control of training is carried out by the results of CC, online-questioning of students on the results of CC, checking the survival of knowledge and practical skills. The results are discussed, and a plan of procedures is developed to improve the quality of training. The report on the work of the EEC and the results of the graduates' FC is provided for discussion by the Chairman of the SEC for the University Council and the FPh Council.

For the control of CC and FC departments work out evaluation methods. Evaluation of validity and reliability of assessment methods for students' academic performance during the current control is carried out through attending classes, mutual attending of lessons and open classes, as well as through the commission certification of AS, questionnaires of students with further discussion.

When preparing the simulation assessment methods for each practical skill, a study of their validity and reliability is carried out, on the basis of which checklists are developed.

Evaluation methods and results exclude conflicts of interest, as they are not spontaneous and impromptu, but are based on the following principles: planning; systematization and consistency, objectivity, which is ensured by 10-point grade assessment; openness and transparency; taking into account the individual capabilities of students; unity of requirements.

In assessing practical skills, assessment methods are open to the public, and algorithms for performing practical skills and checklists with a rating scale are available on DLS for students and experts.

In order to guarantee the availability and transparency of assessment methods of students

by external experts of FC, the SEC is conducted with the participation of chairman and examiners from the practical pharmacy. The Chairman of the SEC is the Chief Manager of the Vitebsk TP RUE "Pharmacy" or its Deputy, the examiners from the pharmacists are chosen by the Chairman of the SEC from among the heads of departments or heads of pharmacies of the Vitebsk TP RUE "Pharmacy".

To avoid conflicts of interest, the VSMU has an appeal system. In case of disagreement with the mark received during the CC or FC, the student has the right to submit an appeal to the Academic Commission. The Commission reviews the available written documents (student records for answering, answers to tasks, etc.) and, in case of doubt about the objectivity of the received mark, re-certifies the student.

The appropriateness of knowledge assessment methods, skills and attitudes of students are tested at each practical lesson, which makes these methods more effective. The validity of the test assignment is assessed on the Moodle platform using statistical analysis methods. In the laboratory of innovative pedagogy the analysis of existing and new methods of knowledge assessment, as well as skills and abilities of students is held. Drawbacks and problems in the use of evaluation methods are discussed with both the AS and students.

The widespread introduction of simulation learning has led to the spread of new methods of evaluating students in the disciplines under study. New tests and situational tasks are constantly being developed, hardware and software are being updated. Equipment for a simulation pharmacy has been bought, which is used both for educational purposes and for assessing students' practical skills.

According to the results of the students survey held during the EEC visit, 86.1% of respondents were fully satisfied with the clarity of disciplinary procedures; 90,3% of responders were fully satisfied with the quick feedback from teachers on the educational process; 83.2% were fully satisfied with quality of examination materials; 81.5% - with fairness of examinations and certification; 89.7% - with timeliness of assessment of students; 70.7% - with accessibility and comprehensibility of evaluation criteria used by the teacher.

Analytical part

The principles, methods and practices of knowledge skills and abilities assessment ensure that VSMU graduates achieve the necessary end results of training. All training activities included in the EPD are subject to monitoring. Monitoring of academic achievement is carried out in the form of oral surveys, colloquiums, written tests, ICT, doing laboratory work, preparation of library-research papers, reports, solving situational tasks, etc. As part of an internal assessment of the quality of education, VSMU selectively evaluates the survival of students' knowledge.

Formative and summary evaluations are used in VSMU. Formative assessment is carried out by the AS at the daily assessment of students throughout the period of study of the discipline. The cumulative assessment, determined by the modular rating system, determines the student's assessment in the discipline for the semester, for the academic year and for the entire period of study. For the management of teaching and evaluation of academic progress of a student, the dean's office of the Pharmaceutical faculty provides a balance between formative and summary evaluation.

As students confirmed during the interview, they clearly understand the evaluation criteria, the plan of different types of knowledge control, the number of examinations, the balance between oral and written examinations.

Annually at various levels (meetings of the rectorate, the Council of the University, SMC, the Council of the Pharmaceutical Faculty, faculty meetings) an analysis of the results achieved in the training of students on various types of control is realized. Suggestions received as a result of the discussion of data obtained from the survey of students on the degree of satisfaction with the education system are used in the process of revision of assessment materials, the content of

lecture material and other teaching materials. This was confirmed by students and AS during interviews with EEC members.

Strengths/best practice

There are no strong points according to this standart.

EEC recommendations

It's recommended on a regular basis to implement new assessment methods relevant to the modern tendencies in pharmaceutical education. Term: 2022-2023 accademic year.

EEC conclusions on the following criteria

strong — 0,

satisfactory — 15,

suggest improvements — 0,

unsatisfactory — 0.

6.4 "Students" Standard

Evidence-based part

Enrollment of applicants is carried out by the VSMU Admissions Committee, acting on the basis of the Regulations on the VSMU Admissions Committee dated 09/03/2018, in accordance with the NLA RB and VSMU. Enrollment of applicants is carried out according to the results of the competition for the EP and the form of education separately based on the sum of points calculated according to the results of the CT and the average score of the document on education multiplied by 10. Issues of out-of-competition admission are regulated by the Rules approved by the Decree of the President of the Republic of Belarus. Target figures for admission to VSMU for budgetary and paid places are annually determined by the Ministry of Health of the Republic of Belarus in agreement with the Ministry of Education of the Republic of Belarus based on an analysis of the need for medical personnel of customer organizations and in accordance with the capabilities of VSMU within the licensed number of students.

Disabled children under the age of 18, disabled people of group I or II, in the absence of medical contraindications for education, can participate in the competition for higher education in full-time and part-time forms on a budgetary or paid basis. In order to ensure the possibility of participation in the competition for applicants with disabilities, on the basis of the Rules, subject examination commissions on the subjects of entrance examinations are created annually at VSMU.

To improve the efficiency of the selection of applicants, the faculty of pre-university training conducts career guidance, information and educational work with applicants to increase their motivation to receive medical education, systematize and strengthen their knowledge on the subjects of entrance examinations.

The admission policy at VSMU is based on the principle of competitive selection, which does not take into account the gender, ethnicity of applicants-residents of the Republic of Belarus, as well as their material support and family status, but based on the results of the CT. Citizens of the Russian Federation, the Republic of Kazakhstan, the Kyrgyz Republic, the Republic of Tajikistan, if they wish, participate in the competition for their enrollment, enjoying rights

similar to those of citizens of the Republic of Belarus. Other foreign citizens can be enrolled in VSMU in accordance with the international treaties of the Republic of Belarus or based on the results of the final certification when mastering the content of the EP of preparing individuals for admission to VSMU or based on the results of an interview that establishes the level of their proficiency in the language in which the educational process is carried out, in an amount sufficient for mastering the content of the EP, or through grants for training. Applicants from low-income families and orphans who have passed the competition and are enrolled in VSMU are provided with material assistance and a place in a hostel.

VSMU has and implements a policy of transferring students from other educational institutions of the I or II stage in accordance with the Resolution of the Council of Ministers of June 15, 2011 No. 780 and on the basis of a local regulatory act developed on its basis if there are vacancies in the EP. The University has developed a Regulation on the procedure for transferring students from paid education to studying at the expense of the republican budget, providing discounts from the formed tuition fee and the size of these discounts, settling the financial issues of students studying on a paid basis, approved by order of the rector on 04/22/2021. No. 90-ac.

To consider applications for revising the results of entrance examinations, an appeal commission is created annually.

Regarding the choice of optional courses, elective discipline, preparation for postgraduate education, professional career planning, appointment of scientific supervisors, any student can contact the dean's office staff, who will organize and conduct academic consultations. To facilitate the integration of students into the educational process at VSMU, to support students, a tutor and curatorial movement has been created. Tutors are selected from among senior students-volunteers for the fastest adaptation of first-year students in the student environment. For each academic group of students in 1-3 courses, a group curator from among the academic staff is appointed.

VSMU has created the students support system aimed at providing assistance related to social and personal problems, health problems and financial issues, the availability of medical care, the realization of the right to immunization, as well as financial assistance (material assistance, scholarships, loans, installment payments for tuition fees). Every three years the administration of VSMU and the trade union committee of students conclude the Agreement aimed at creating favorable conditions for study, regulation of the educational process, protection of the socio-economic rights and interests of students, protection of their labour and health. The support is provided for conducting and financing of a number of faculty, university-wide, city and republican events and actions by the students' trade union committee and the scholarship commission of the University, the commission on granting discounts with the formed tuition fees and regulation of financial issues of students and trainees of the faculty of pre-university training, studying on a paid basis.

The trade union leaders of student groups, the committee on social protection of youth, dean's office staff, DEWY (social care teacher), tutors identify students in need of material assistance.

At VSMU psychological counseling is individualized and takes place in a separate office. You can make an anonymous appointment for a counseling session by writing to the specialist's

at spsvgm@mail.ru. Psychologists, the trade union committee of students and the dean's office ensure complete confidentiality of advising students on any issues related to the educational process, organization of everyday life, health improvement, financial assistance and the development of student initiatives.

SGC, chairmen of communities, Students' trade union provide counseling to students based on monitoring of welfare issues (sanitary conditions, everyday problems, 'student-staff' relationships in dormitories), including those related to meals issues in the canteens and cafeterias of the university (price policy, sanitary condition, menu variety, quality of service personnel work, etc.). In order to use effectively the network space, the teacher-psychologist has created and constantly updated a web page on the official website of VSMU, as well as training program for staff "Women's Club" with support on Viber. The range of psychological assistance provided is expanding with the help of this program.

The guarantees for the social protection of orphans and children left without parental care (hereinafter referred to as orphans) are strictly enforced at VSMU. Orphan students are provided with state support, financial assistance and a number of other benefits (Law of the Republic of Belarus of 21.12.2005 No. 73-3).

In order to regulate the system of organization of health improvement and sanatorium treatment of students, the Regulations on the allocation of vouchers for health improvement and sanatorium treatment to students and undergraduates of VSMU have been developed and approved.

Special attention is paid to the support of talented youth. VSMU has created conditions for professional development of the students included in the data bank of talented youth by providing them with curators represented by experienced teachers. The students included in the data bank of talented youth are given the right to priority in distribution and accommodation in the dormitory for the period of study. Annually, financial support is provided to talented students in the form of scholarships from the President of the Republic of Belarus, F.Skorina scholarships, the University Council scholarships, awards of Vitebsk Regional Executive Committee.

The issues related to the social and financial needs of students, internship planning and the first job are discussed as part of the work of dialogue platforms, moderated by representatives of the VSMU administration.

The University has created favorable conditions for the realization of students' creative abilities and their involvement in various socially important activities. There are 22 sports sections in 18 kinds of sports, 21 health groups. More than 40 FPh students are involved in these groups and sections. During the current academic year, more than 50 mass sports events have been held. 13 amateur art groups and groups of interest, where around 70 FPh students are engaged on a permanent basis, are working in the student club system. More than 20 concert and cultural events have been held throughout the year.

Volunteer Council, established at the initiative of students, is active at VSMU. There are 4 volunteer teams with a total number of over 200 students. Events for significant dates, star treks to places of military glory, dedicated to the celebration of the Victory in the Great Patriotic War were held.

Job fairs are held with final-year students to explain career opportunities, peculiarities of further professional education and self-improvement, graduate and post-graduate possibilities.

Analytical part

At VSMU, the requirements set out in the IAAR "Students" Standard, are fully implemented.

VSMU has developed and operates normative legal documents to support and protect the rights of students. Student organizations are active on a regular basis and participate in the discussion and evaluation of EP, as well as cultural and social life of the university, which was confirmed by the students at meetings with EEC members.

During meetings with the heads of departments, dean offices and structural units of the

University, EEC members found that students have the opportunity to express their opinions and wishes concerning their participation in the decision-making process, ensuring the quality of the educational process, educational activities and other professional and social issues. All issues raised and discussed at such meetings are resolved in a timely and appropriate manner.

In the course of interviewing students and graduates of EP, EEC members made sure that students are aware of the possibility of psychological counseling and its anonymity.

The results of the student survey showed high levels of satisfaction in terms of the attitude and level of accessibility of the dean's office, the accessibility and responsiveness of the university administration, the support of educational materials in the learning process, the availability of counseling on personal problems, the financial and administrative services of the educational institution, the level of accessibility of library resources, the quality of services provided in libraries and reading rooms, the existing educational resources of the university, the usefulness of the website of educational organizations in general and departments in particular, the clarity of the procedure for taking incentives and disciplinary actions, the overall quality of curricula, teaching methods and their quality in general.

Strengths/best practice

The existence of a comprehensive students support program at the university.

EEC recommendations:

No.

Conclusions of EEC according to the criteria:

strong - 1,
satisfactory - 15 ,
suggest improvements - 0,
unsatisfactory - 0.

6.5 "Academic Staff/Teachers" Standard

Evidence-based part

The selection and admission policy for teaching staff is carried out in accordance with the NLA of the Republic of Belarus and VSMU. The recruitment and selection policy ensures full equality and accessibility to the vacancies available at VSMU and guarantees equal opportunities and objective assessment of the applicants' professional qualities. When selecting for teaching staff positions, the priority is given to compliance of the qualification level of applicants with the qualification requirements for the positions held and their professional competence. Priority is also given to persons possessing higher qualifications, the results of pedagogical and scientific activities. Political views, race, nationality, gender, age, religion do not influence the recruitment decision. Announcements on contests for the employment are publicly available, which allows both VSMU staff and external applicants to participate in the competition. The election of the academic staff meeting the qualification requirements for the positions is carried out by the collegial governing bodies of VSMU - the University Council and the PF Council.

The established share of HQS in the personnel structure is observed; scientific and pedagogical staff with education corresponding to the profile of the discipline being taught; scientific and pedagogical staff from the field of practice is observed. On the terms of external part-time employment, highly qualified staff are annually hired, whose activities are related to the focus of the EP "Pharmacy". The teaching load and other responsibilities are distributed in proportion to the established amount of work. At VSMU, a significant number of teaching staff work as key employees, with full employment in the educational process.

The balance of the teaching staff is observed and determined in accordance with the curriculum and the discipline structure, enabling the successful implementation of EP.

Classes with students are conducted in Russian and English. Every year the number of teaching staff with knowledge of a foreign language (English) at the level required for teaching is increasing.

The election of the teaching staff meeting the qualification requirements for the positions is carried out by the University Council in accordance with the Regulations approved by the Decree of the Council of Ministers of the Republic of Belarus №806 from 21.06.2011. The teaching staff is preliminarily attested by a specially created commission using the rating assessment of work (Regulation on the criteria for rating assessment of the teaching staff approved by the rector from 03.11.2020 No. 24).

The rights and duties of teaching staff are defined in the job descriptions. The main documents, on the basis of which the assessment of scientific, pedagogical and clinical achievements of the teaching staff is carried out, are an individual plan, a rating assessment report and a report on the fulfillment of criteria for additional payments for an academic degree and title, that determine the amount and terms of teaching, educational, methodological, scientific, clinical and other types of work of the teacher, in accordance with the goals and objectives of the department and VSMU in general. The individual work plan is discussed at a meeting of the department and approved by the Head of the Department. The rationing of teaching hours is carried out in accordance with the order of the Ministry of Education of the Republic of Belarus from 24.11.1999 No. 699.

In accordance with the normative documents determining the recruitment and selection policy, it is defined that VSMU staff carry out their activities according to the fundamental objectives and strategies set out in the Mission. When applying for a job at VSMU, there are no restrictions based on gender, race, nationality, language. The staff of FPh promotes the ideas of VSMU through the dissemination of the Mission while conducting and participating in international and regional scientific and educational events, in cooperation with the representatives of practical pharmacy.

To encourage the employees to achieve high quality results of work as well as to award them for decent academic activity, VSMU, apart from basic salary, provides incentive payments. The issues of staff rewarding are determined by the internal regulations of VSMU. Considering the peculiarities of AS's work, compensatory payments, incentive allowances and bonuses are imposed. All the members of the AS get monthly incentive payment for complexity and intensity of work and for doing some additional organizational work on supporting the activities of a department and a faculty. The incentive is also provided for fulfilling one-time tasks.

VSMU maintains the balance between teaching, scientific, methodical, educational work and other functions.

Depending on the position the work schedule of the AS can include teaching work, including students' practical training, individual work with students, scientific, creative research work, as well as other pedagogical work as provided by a job description and (or) individual plan.

The volumes of AS's pedagogical load, which is differentiated depending on the position, as well as of other types of work as provided by the legislation, are regulated.

The personnel policy, conducted by VSMU, guarantees the recognition of all AS's types of activities. The estimation of their activities is done as per the results of didactic and methodical, scientific, clinical activities. VSMU applies various methods of financial and non-financial incentives, motivation and promotion of the employees for achievements in educational and professional areas, which directly affect the professional development of the employees.

To encourage the scientific activity, the AS is provided with incentive allowances for scientific publications, for preparation and issuance of textbooks, monographs, didactic and educational tutorials. They are also provided with an Incentive for Supervision and Defense of a Thesis for Scientific Supervisor (the Provision on Rating Evaluation Criteria for Activities of Academic Staff, approved by the rector No. 24 of 03.11.2020). Young teachers get additional funding for scientific research.

Scientific research is conducted by the FPh AS by participation in research projects on current areas of pharmaceutical science, in national projects, considering national and global tasks, outstanding before the system of healthcare and pharmacy.

Within the requests of the university's FPh departments the Chemical and Pharmaceutical Laboratory on a regular basis provides jobs and the laboratory's specialists consultations for completion of thesis, course and diploma projects with application of spectrophotometry, capillary electrophoresis, HPLC, mass spectrometry methods:

- HPLC research on the topic "Standardization of medicinal plants raw material, containing anthracene derivatives by HPLC method", Department of MP Standardization with the course of FAT and SR by A.A.Romanyuk.

- capillary electrophoresis research on the topic "Standardization of nitrogen-containing medicinal products of basic character by capillary electrophoresis method", Department of Toxicology and Analytical Chemistry by A.A.Ezerskaya.

- capillary electrophoresis diploma project on the topic "Application of capillary electrophoresis in studying micro elemental contents of raw Elecampane Inula Helenium" Department of Pharmaceutical Chemistry with course of FAT and SR by A.I.Rabkovskaya.

- titration master's thesis on the topic "Improvement of contents and determination of expiry date of ex tempore ointment with salicylic acid" Department of Pharmaceutical technology by A.A.Meshko.

- research of compounds, synthesized within the topic "Synthesis of potential medicinal products" by infrared spectrometry";

- the topic of State Programs of Scientific Research by mass spectrometry "Studying the possibility to increase the resistance of a body to stress by stimulation of central element of antistress system and decreasing the activity of stress-realizing system by focused correction of thyroid status (experimental research);

- mass spectrometry thesis project "Therapeutical medicinal monitoring of patients' meropenem in conditions of modern detoxication therapy", Department of General and Clinical Pharmacology with the course of FAT and SR;

- the topic of State Programs of Scientific Research "Identifying genetic determinants of resistance to antibacterial medicines in multiresistant bacteria strains using high-throughput sequencing system NextSeq 550".

The staff of VSMU, using the equipment, purchased for the funds of Vitebsk Region Executive Committee's Innovation Foundation, based on the VSMU Chemical and Pharmaceutical Laboratory, for the first time implemented the method of diagnosing of primary immunodeficiencies (PID) and congenital (hereditary) angioneurotic swelling (CAS, HAS) with normal C1-inhibitor level by applying NGS-sequenator for the State Institution Republican Scientific and Practical Centre of Pediatric Oncology, Hematology and Immunology. The results of the research by sequencing of new generation allow to detect genetic variants, leading to PID and CAS in children.

Basing on scientific research, conducted by the AS the PhD theses were defended. The results of scientific research of special importance are represented as patents for inventions, acts of implementation in practical pharmacy and educational process (6 acts of implementation in 2019, 5 – in 2020, 5 – in 2021), publication of scientific research in national and international scientific magazines, etc. These results are implemented in the process of education by issuance of textbooks, methodical recommendations, tutorials.

Table 5 – Main areas of scientific research by AS of EP “Pharmacy”

The topic of scientific projects/programs	Customer and financial source	Supervisor's full name	Deadline for completions	Subcontractors, including foreign ones	The number of local (national) publications	The number of publication in neighboring and distant countries	The number of copyright certificates, prepatents, patents, other protection documents	The number of implemented scientific and technical designs
Grants of Belarusian Republican Foundation of Fundamental Research(BRFFR)								
Phenolic Composition and Nephroprotection Properties of Plants of Sunflower Genus, cultivated in Belarus SR No. 20181433 of 08.08.2018	BRFFR M18M-132	R.V.Lukashov A.V.Zhah	01.06.2018 – 31.03.2020		1	2	-	3
Extra-budgetary resources								
Rational Pharma Therapy of Digestion Diseases, Considering Risk Factors for their Development SR No. 20170411 of 29.03.2017	VSMU, Extra-budgetary resources	M.R. Konorev	01.01.2017 - 31.12.2021	-	7	7	3	3
Justification of Management Decisions in Providing Medical and Pharmaceutical services SR No. 20181694 of 03.10.2018	VSMU, university's budget	Scientific supervisors : V.S.Glushanko Co-supervisors	2018-2022 гг.		93	22		40

The topic of scientific projects/programs	Customer and financial source	Supervisor's full name	Deadline for completions	Subcontractors, including foreign ones	The number of local (national) publications	The number of publication in neighboring and distant countries	The number of copyright certificates, prepatents, patents, other protection documents	The number of implemented scientific and technical designs
		: G.A. Khutkina, V.V. Kugach, E.N. Tarasova						
Pharmaceutical Development of Medicinal Products SR No. 20190669 of 18.04.2019	VSMU, Extra-budgetary resources	O.M. Khishova	01.01.2019 – 31.12.2022		5	7	5	6
Standardization of Raw Medicinal Plants and Resource Studies of Medicinal Plants in the Flora of the Republic of Belarus	VSMU, Extra-budgetary resources	O.A. Yorshik	01.09.2020-31.08.2025	-	10	10	-	-
Development of Methodology for Identification and Quantity Determination of Medicinal Substances with Application of	VSMU, Extra-budgetary resources	A.I. Zhebenyayev A.K. Zheronsek	2018–2022	-	11	-	-	1

The topic of scientific projects/programs	Customer and financial source	Supervisor's full name	Deadline for completions	Subcontractors, including foreign ones	The number of local (national) publications	The number of publication in neighboring and distant countries	The number of copyright certificates, prepatents, patents, other protection documents	The number of implemented scientific and technical designs
Spectrometry and Chromatography Methods of Analysis No. BP 33-НП of 21.03.2018								
Standardization and Stability of Raw Medicinal Plants and Medicinal Products on its Basis	VSMU, Extra-budgetary resources	O.A. Yakovleva	2018-2022	-	11	6	2	13

The information about EP "Pharmacy" and curriculums is posted on official website of the VSMU, therefore the AS can access their contents to possess the information about competencies, formed during previous courses and to have an opportunity of planning the contents of disciplines during upcoming courses for creating interdisciplinary links.

In order to increase professionalism, obtaining communicative skills, modern pedagogical instruments, technologies by young specialists, the VSMU has mentoring system. The work of young teachers is supervised in a department by a mentor from among the experienced AS. The VSMU also has a school for a young teacher.

VSMU conducts policy of teaching, activities, development of staff, which includes training, support and evaluation of the AS.

Staffing of an EP includes implementation of effective mechanisms of advanced training and retraining of pedagogical staff, directed on priority areas of development of VSMU. The necessary conditions for additional professional education of employees, for combining work and education have been created.

The professional training of the AS is directed on ensuring the high professional competence, deepening and refreshing of knowledges. The basic principles of realization of additional professional education of scientific and pedagogical staff in VSMU are the provision of equal opportunities in professional development for every employee and the connection of the education with tasks of developing specific areas of the university's activities.

FAT and SR and FAT and ST PP have been created and are now functioning within VSMU. The main objectives of the faculties – studying the newest scientific achievements, advanced experience in medicine, pharmacy, pedagogy and psychology by the students. The main attention is given to deepening and consolidation of theoretical knowledge, obtaining new

skills and improvement of the existing ones, familiarization with new equipment and devices, development of advanced forms, methods and ways of work.

In case of EP “Pharmacy” the limit of teacher/student balance stands at 7.0-8.0 students per teacher.

The staff policy is directed on increasing the level of staff potential in accordance with the Objectives and Mission of the university. VSMU provides its employees with equal opportunities for realization of their abilities and career advancement. In case of effective fulfilment of duties, conducting active scientific, didactic and methodical activities, performing successful clinical work the teachers are recommended for promotion to higher posts. The appointments on these posts are carried out according to the results of competition procedures. One more important mechanism of the AS’s career advancement is the formation of staff reserve and prospective staff reserve by including the employees and students of VSMU in the age below 31 years in them.

According to the results questionnaire among the AS, teaching on EP “Pharmacy”, 91.2% of respondents are fully satisfied with the opportunities, provided by the university for advanced training of the academic staff; 68.2% are fully satisfied with the degree of academic mobility of the AS; 73.2% - with the opportunity to use their own strategies; 77.8% and 82% - with the opportunity to use their own methods and innovative practices in the educational process. The opportunities of the AS to combine teaching with scientific research and practical activities are positively evaluated by 81.6% of respondents; the level of incentives and involving young specialists in educational process – by 81.2%; the appropriateness of university’s management’s recognition of potential and abilities of the AS – by 75.9%; the work on advanced training of the AS – by 91.2% of respondents.

As per the results of questionnaire among the students, conducted during the visit of the EEC, the relations between the students and the teachers were highly evaluated by 81.9% of the respondents; the level of AS’s requirements to the students – by 89.7%; impartiality and fairness of the teachers – by 73.5%; the relevance of suggested by the teachers material – by 82%; the methods of teaching – by 69.5%; the teachers’ mastery of the material – by 82.7%; the timeliness of estimation – by 89.7%; satisfaction in professional and personal development – by 82.5%; encouragement of students’ activities – 64.6%; appearance and manners of the teachers – by 76.6%; the teachers’ mastery of professional language – by 85.7% of the respondents.

Analytical Part

VSMU developed and implemented the staff policy, which determines the required experience, the criteria of scientific and educational, pedagogical achievements, including the balance between teaching, scientific activity, qualification of a specialist, responsibility and duties of employees. The staff policy, conducted by the university, guarantees the recognition of all types of AS’s activities.

The AS of the university is guaranteed the right to elect the colleagues and to be elected to all managing bodies of the University in accordance with the relevant criteria and procedures. The mechanisms of career advancement, both in scientific, educational and managing areas provide, that every employee of the University has necessary conditions for work and fulfilment of duties. The procedures of organizing and conducting of contests are based of the following principles: transparency—the comprehensive information about vacancies and terms of employment; providing all the interested persons with the information on how a contest is being organized and conducted; impartiality – providing equal conditions for candidates for vacant posts, conducting of selection based on clearly determined criteria and unified methodology of candidates capabilities evaluation; the choice, based on the achievements – the selection as per the results, reached by the most capable persons.

VSMU implemented the differential wage as per the results of AS’s achievements. The results of the AS’s work are shown in the rating evaluation of the AS (the Provision on Rating

Evaluation Criteria for Activities of Academic Staff, approved by the rector No. 24 of 03.11.2020), and this gives an opportunity to detect strong and weak points in the work of both every teacher and of the departments in general. The rating evaluation allows to determine the AS with the highest results on all areas of teacher's activities. For high achievements as per the results of rating evaluation the teachers are being financially rewarded. For achievements in professional activities the employees are awarded with state, ministerial, regional and local awards.

At the meeting with focus group of AS it was confirmed, that for encouraging scientific activities the AS can get incentive allowances for scientific publications in international refereed magazines, preparation and issuance of textbooks, monographs, tutorials, for supervising and defending theses. For achievements in professional activities the employees are awarded with state, ministerial awards.

Some of VSMU employees are among Honored Workers of healthcare, science and education.

Strong Points/Best Practices

The university provides the necessary recognition and proper awarding of the academic staff.

EEC recommendations:

It is recommended to organize advanced training of the academic staff, which participates in the realization of EP "Pharmacy", on the issues of applying the modern educational technologies in educational process. Period: 2022-2023 academic year.

Conclusions of EEC according to the criteria:

strong – 1,
satisfactory – 11,
suggest improvements – 0,
unsatisfactory – 0.

6.6 "Educational Resources" Standard

Evidence-based part

VSMU has a sufficient number of classrooms, offices and laboratories to ensure the educational process in the EP "Pharmacy" with the necessary equipment. The classrooms, offices and laboratories are well-equipped for high-quality training of specialists.

As of 16.11.2021 VSMU has 26 buildings with a total area of 116,274.7 sq.m. The total area occupied by the educational process, taking into account the two-shift mode of classes and equal distribution of students between shifts, is 83,007.5 sq.m, per student - 31.3 sq.m.

There are 6 computer labs for 142 workplaces connected to the Internet at VSMU. Within the campus there is a wireless WI-FI network for access to the VSMU Internet server and the electronic library. Equipping with technical teaching aids allows the use of modern information technologies in the educational process. The library has reading rooms with 800 seats.

There is an editorial-publishing centre at VSMU. The technical equipment of the editorial-publishing department allows to perform a full range of printing and publishing services and to meet the needs of the educational process by 100%.

VSMU has at its disposal 2 student canteens, 3 cafes, 5 buffets with the total number of seats 563, two sports halls, two gyms, a shooting range, three sports rooms in dormitories, a mini-stadium. The park area of VSMU is 12 hectares. VSMU has 8 dormitories.

A security system has been created at VSMU and responsible personnel have been

appointed to ensure safe learning environment. Security issues are regulated by local regulations.

The activities on civil defense and fire safety are organized for students at VSMU, training seminars and practical classes are held in dormitories and academic buildings. In cooperation with the Ministry of Emergency Situations, the exercises simulating non-standard situations such as fire, situations of technogenic character and behavior under a terrorist threat are conducted. On the information stands there are telephone numbers of first aid services where any student or staff member of VSMU can apply. There are schemes of evacuation routes on the staircases, in the corridors and classrooms.

The safety of students is ensured in equipped classrooms and laboratories. Students are given safety briefings in each subject. Registers are kept in which students sign off on the need to follow safety procedures.

The updating of the material and technical base is carried out through the procurement of modern equipment on the basis of requests from structural divisions. For 10 months of 2021, 5,825,000 rubles were spent on the development of the material and technical base.

The students of Pharmaceutical Faculty study at 9 specialized departments, where they learn the main normative legal acts in the field of medicinal product circulation and pharmaceutical activities of organizations, the features of pharmacy manufacturing and industrial production of drugs, their quality control, as well as role-playing and business games - pharmaceutical consulting skills. Direct interaction with pharmacies' visitors is carried out at work practices under the guidance of experienced practical pharmacy specialists.

VSMU provides students with the opportunity to receive practice-oriented training in the EP "Pharmacy" at the departments equipped with simulating pharmacy premises (sales room, assistant's room, workplace of a pharmacist-analyst), pharmacy warehouse. Also, classes are organized at the Practical skills and medical simulation learning centre, the industry chemical and pharmaceutical laboratory fitted with modern pharmaceutical equipment and accredited for quality control of medicines and at the pharmacies of Vitebsk TP RUE "Pharmacia".

Practical skills consolidation mastered at the departments is carried out at the production practice bases of the pharmacies of RUE "Pharmacia", Health Departments of Regional Executive Committees, pharmaceutical enterprises of RUE "The Pharmaceutical Holdings Company BelPharmProm" (order of the Ministry of Health of the Republic of Belarus dated April 23, 2020 No. 484), equipped in accordance with the requirements of NLAs for the relevant types of pharmaceutical activities.

The organization and conducting of internships is carried out in accordance with the current NLAs and internal regulations of the Republic of Belarus. The duration of all types of educational and industrial practices of the EP "Pharmacy" is 31 weeks. The supervision of the implementation of the internship program and the involvement of students in the work provided by the internship program is carried out by the leaders of the relevant department. The direct supervision of students' practice in the organization is carried out by the most experienced staff of the organization-basis of practice. According to the results of the practice, students take a final test on the basis of practice, which is assessed by the staff of practical pharmacy and taken into account by the profile department in the final marking.

Organizational issues, results and proposals for improving the process of conducting student internships are regularly considered at meetings of specialized departments, the F Council and the University Council.

Training conditions and requirements are explored through questionnaires and the involvement of the leaders and staff members of the TP RUE "Pharmacia" in the development of the ES RB MEC (model education curriculum), the Mission of EP and flexible adjustment of the EP "Pharmacy" in connection with the changing needs and demands of practical pharmacy.

The policy of the implementation and development of information technologies at VSMU is determined by the requirements of the state policy, NLA of the Republic of Belarus in the sphere of information technologies use, as well as by the current local acts.

To acquire digital competencies, students master the disciplines "Computer technologies in

Pharmacy", the discipline of the student's choice "Informatization in Health Care", which allow the student to gain knowledge in the use of basic methods, ways and means of receiving, storing, processing of information, skills of work with a computer as a means of information management, solving standard problems of professional activity using information resources, ICT and taking into account the basic requirements of information security.

VSMU provides access to global Internet resources and internal electronic and library resources. 4 halls are equipped for Internet conferences and online broadcasting of ongoing events. In order to provide mobile access to the Internet, 29 mobile access points based on the 4G network are connected. The Internet access is provided at a speed of 200 Mbit/s. There is a wireless WI-FI network within the campus.

The information and educational space of VSMU is expanding due to educational materials in the SLS, an institutional repository of open access, access to educational literature through the licensing of Russian ELS "Student Consultant", ELS "Book Up", the electronic library "Doctor Consultant", as well as subscriptions through the scientific electronic library eLibrary.ru. In order to ensure the educational process, the official regulatory legal acts acquired access to the legal reference systems Business-Info and Etalon, pharmacopoeial articles - to the online version of the European Pharmacopoeia.

The full-text databases of Springer, Wiley, Scopus, Cochrane Library are licensed for the purpose of R&D information support. In addition to database licensing, test accesses to specialized resources are periodically organized. Access to licensed electronic information resources is carried out by IP addresses of VSMU, in some cases also by remote access password.

The library of VSMU provides training to 1st year students in the basics of information culture through lectures and practical classes (if necessary, remotely) in the discipline "Fundamentals of library science, bibliography and information retrieval of documents".

VSMU provides teaching staff and students with the opportunity to use information and communication technologies for self-study. A system for remote access to information resources via the Internet has been developed.

In order to provide high-quality information and methodological support for the educational process at VSMU, DLS is used. The DLS contains EUMC for all disciplines. The DLS of VSMU is optimized for mobile devices, which allows users to work with a fully functional version of the website from smartphones and tablets.

VSMU provides and monitors access to the main corporate information resource - the VSMU website. Other information resources are linked to the official vsmu.by domain: DLS, AIS "Centralized testing system of VSMU", AIS "Electronic teaching materials of the department of information technology", library website, repository, VSMU clinic, scientific and practical journals.

EUMC at DLS for all disciplines allow to effectively organize the educational process using distance learning tools and facilitates the conduct of the MIW of students. Students have access to the EUMC of the disciplines they are currently studying. Within each discipline, students have access to lecture materials, information material on the discipline, practical tasks, tests, surveys, forums and other elements, which allow diversifying the educational process and increasing motivation for learning. The content of electronic educational resources of the disciplines is constantly updated.

ICT is actively used for interaction with students, prompt delivery of information (by posting it on the web resources of VSMU, individual and group messaging in instant messengers), for information support in social networks of VSMU activities.

The Department of Pharmacy Organization and Economics uses the AIS "Belarusian Pharmacy" in its educational process, which is also used in the work of pharmacies of TP RUE "Pharmacia".

When mastering disciplines and undergoing internships, students use the website of the Ministry of Health of the Republic of Belarus, legal reference systems Business-Info and Etalon,

pharmacopoeial articles of the online version of the European Pharmacopoeia, the Register of Medicines of the Republic of Belarus, search systems www.tabletka.by, www.103.by, etc. .

During their pharmacological and pharmaceutical organizational-management internships, students consolidate their skills in working with the AIS "Belarusian Pharmacy" as well as get acquainted with the principles of working with the AIS "Electronic Prescription" used in the healthcare system of the Republic of Belarus for the circulation of electronic prescriptions.

In 2017, VSMU was accredited for the status of a scientific organization by the State Committee on Science and Technology of the Republic of Belarus and the National Academy of Sciences of Belarus (certificate of accreditation of a scientific organization from 06.03.2017 No. 119).

One of the main priorities of VSMU Development Program for 2021-2025 is Priority 3 - Sustainable development of scientific and innovative activities of HEIs by ensuring effective integration of education and science. SRW at FPh is carried out by the departments, whose activities are coordinated by the profile problem commission "Pharmacology, Pharmacy and Biotechnology". The directions of SRW correspond to the profile of training specialists in the field of pharmacy on the basis of the priority areas of scientific and technical activity in the Republic of Belarus for 2021-2025, approved by Decree of the President of the Republic of Belarus No. 156 of 07.05.2020.

The implementation of research results in the educational process is carried out in the following forms: the use of research data in lectures, seminars, practical classes, the development of educational and methodological materials based on the results of research, as well as joint research with students within the SSC.

Upon the implementation of the SRW results, the developer makes up Implementation Reports, which are stored at the Research Department (6 acts in 2019, 5 acts in 2020, 5 acts in 2021).

Currently, FPh carries out research work in the following main scientific areas "Pharmacology, pharmacy and biotechnology" and "Innovative pedagogy".

The research bases for teaching staff and students of the Faculty of Pharmacy are the scientific laboratories of the departments, the branch chemical-pharmaceutical laboratory, the research laboratory and the vivarium.

In 2015, VSMU and pharmaceutical companies of Vitebsk region, created the first medical and pharmaceutical cluster in the Republic of Belarus - the Union of Medical, Pharmaceutical, Scientific and Educational Organizations "Medicine and Pharmacy - Innovative Projects". The work on creation of the Centre of Experimental Medicine and Pharmacy of the VSMU is being carried out, the branch pharmaceutical laboratory has already been established (order of the rector of VSMU dated 07.03.2019 No. 21-ok) in agreement with the Ministry of Health of the Republic of Belarus (letter dated 18.01.2019 No. 14-12/927). Currently, the branch pharmaceutical laboratory is equipped with 72 modern laboratory units.

All this makes it possible to introduce the results of research and scientific achievements in the EP and practical pharmacy for teaching staff and all categories of students.

EP "Pharmacy" is updated in accordance with the development of pharmaceutical science and all changes in the pharmaceutical industry and Healthcare System at Belarusian and global levels, social sphere. Changes in the curriculum of disciplines are made as all updates are made, and new trends are always taken into account. VSMU cooperates with the Ministry of Health of the Republic of Belarus regarding the development of NLAs on the circulation of medicines.

During the training, students are offered tasks that develop teamwork skills, group discussions, skills of critical judgments based on evidence, the results of scientific research are being introduced into the educational process, as evidenced by the presence of implementation acts.

The preparation of reports and presentations on home practical assignments with their oral defense is practiced.

In order to provide special opportunities for students and to engage them into research

projects, each department has the SSC, Student Chemical-Pharmaceutical Laboratory, Student Scientific Laboratory, as well as Professional Skills Laboratories.

VSMU has instruments for encouraging student research. For each discipline, there is a module-rating system of assessing students' knowledge, which takes into account not only academic achievements, but also scientific research. Every year, the rector assigns 10 special scholarships for students-members of the SSS VSMU.

The following subunits are organized at VSMU: FAT and ST PP, the Department of Psychology and Pedagogy with the course of FAT and SR, the Laboratory of Innovative Pedagogy; scientific and pedagogical schools are functioning. They carry out the study of topical issues on pedagogy, medical and pharmaceutical education. VSMU has developed, implemented and effectively operates a rating assessment of the teachers' activities; self-evaluation of VSMU; sociological studies on satisfaction of teachers, students, graduates and employers with the quality of the educational process; external and internal audits.

VSMU regularly interacts with teaching staff of other medical universities, including foreign ones in the area of teaching academic disciplines and scientific research on medical education. Professional development of teachers is carried out at the FAT and ST PP including RIVSh within academic mobility.

VSMU staff, possessing academic degrees and titles, acts as EP experts in medical education. As part of the implementation of the Agreement between the Ministry of Education of the Republic of Belarus and the Federal Service for Supervision in Education and Science of the Russian Federation on cooperation in the area of state accreditation of higher education institutions, the representatives of VSMU are trained as experts. VSMU participates in the program "Global World Communicator (GWC), Education and Science" as an international expert.

EP "Pharmacy" of higher education includes the ES RB, SC - standard curricula. The EPD of VSMU undergoes an examination in accordance with the Procedure for the development and approval of curricula and practice programs to implement the content of the EP of higher education, approved by the Ministry of Education of the Republic of Belarus.

The curricula of the disciplines are updated when additional information on the treatment methods and technologies, new medicinal products and advances in health care are available, changes and additions are made if necessary. When developing educational curricula, VSMU involves representatives of practical healthcare and Pharmacy to provide expertise.

In order to improve the quality of the educational process, motivation of students to the learning process, new teaching and assessment methods are introduced. In the educational process, along with traditional forms (lectures, seminars, practical classes), problem-based learning methods, practice-oriented and active methods of conducting classes with the organization of a group form of work and simulation learning are used. All departments have databases of assignments for conducting test control of knowledge in electronic form.

New educational methods presented at national or international conferences and scientific journals are being studied and implemented; the teaching staff periodically undergoes training in additional adult education programs for advanced training and retraining aimed at improving teaching and assessment methods.

Examination and normative control of the EP "Pharmacy" (the ES RB, SC and model curricula) is carried out consistently within VSMU, teaching staff of the pharmaceutical faculty of BSMU, practical pharmacy workers, the Republican Center for Scientific and Methodological Support of Medical and Pharmaceutical Education BelMAPO, RIVSh, specialists of the Ministry of Health of the Republic of Belarus in the form of an expert opinion, provided to the Ministry of Education of the Republic of Belarus.

VSMU has a laboratory of innovative pedagogy, which promotes the introduction of modern pedagogical technologies.

The leadership of VSMU constantly supports the staff commitment and interest in conducting research in medical education. VSMU staff is awarded for achievements in research

and development, for rationalization proposals, preparation of monographs, textbooks and educational publications, for defending and approving dissertations, etc. In order to improve the quality of teaching and educational work, stimulation of scientific activity of teachers, creation of conditions for professional self-realization and personal growth of young teachers, the University annually holds the competition "Scientist of the Year of VSMU". The competition is held in three nominations: "Best Scientist of the Year"; "Best Young Scientist of the Year"; "Best Inventor and Innovator of the Year."

The results of scientific activity in the field of medical education are taken into account in the staff members assessing and electing to a position.

One of the priority areas is international activity, which is regulated by the Perspective Plan for the Development of VSMU for 5 years, as well as the annual Plans of University Activities.

The transfer and credit offsetting of students from other educational institutions is carried out in accordance with the Regulations approved by the Decree of the Council of Ministers of the Republic of Belarus, and the Instruction on calculating the intensity of educational programs of higher education using the system of credits approved by the Ministry of Education of the Republic of Belarus on 06.04.2015.

VSMU and PF comprehensively promote regional and international exchange of staff and students. International cooperation is carried out within international agreements concluded by VSMU with scientific and educational institutions and organizations.

At the moment, 85 international agreements with HEI and research organizations from 22 countries on joint academic and scientific cooperation have been signed. The most active effective academic exchange of students and teachers is with the HEIs of the Russian Federation, the Republic of Poland, the Republic of Kazakhstan, the Republic of Lithuania.

For five years, the number of students of the Faculty of Pharmacy who have had an internship or training at the bases of foreign universities amounted to about 100 people, the number of students of foreign universities who participated in the academic mobility program on the basis of FPh of VSMU was 10 people. Since 2017, 55 the FPh teachers have participated in academic mobility programs and international conferences.

For 5 years, 6 foreign specialists have been engaged to give lectures to students and teachers of the Faculty of Pharmacy, 5 webinars have been held.

When organizing cooperation, VSMU pursues a policy of equality, observance of ethical principles, legal norms, impartiality and improvement of the education quality at VSMU using the world's best practices.

Participation in educational exchange programs is voluntary and organized on a declarative basis according to the needs of students and staff.

The selection of participants of the international programs is carried out on a competitive basis. The main principles of competition organization are the following: fairness, clarity, consistency and accessibility, which imply the same requirements for participants, a unified application procedure and a single selection procedure for candidates.

VSMU has full autonomy and independence in the financing programs of international activities with both budgetary and extra-budgetary funds.

Analytical part

The EEC experts state that during the work and analysis of the submitted documentation of the "Educational Resources" standard on the EP "Pharmacy", compliance with the requirements of the standard was revealed.

During the visits to classrooms, educational and scientific laboratories, the Training Center for Practical and Simulation Competence, the Training and Research Center "Pharmacy", training bases, the EEC experts note that the material and technical support of the educational process is characterized by the presence of a developed educational and laboratory base, fully complying with the requirements of the educational standard of higher education, approved by

the Decree of the Ministry of Education of the Republic of Belarus dated 30.08.2013 No. 88. The university has classrooms for conducting lecture and seminar-type classes, group and individual consultations, simulation-training education, current and intermediate certification; there are laboratories, an anatomical museum, a scientific library, sports, teaching and education facilities, also provided conditions for meals and health protection of students, access to electronic library systems, professional databases, reference, information and search systems.

Classrooms and specialized research laboratories and other rooms used in the implementation of EP "Pharmacy" comply with the established safety standards and rules. Safety briefings are regularly conducted with students and academic staff.

The process of practice-oriented learning is ensured by its implementation in pharmacy organizations, pharmaceutical enterprises in accordance to the studied discipline or practice according to the concluded agreements with practice bases.

In order to provide special opportunities for students and involve them in research projects, each department has its own SRC; Student Chemical-Pharmaceutical Laboratory and Student Scientific Laboratory are formed, LPS are also available. To publish the results of scientific research, VSMU publishes 5 scientific and practical journals included in the List of leading peer-reviewed scientific journals of the Republic of Belarus for publishing dissertations.

The EEC confirms the existence of student support systems, including support through the university website, through personal appeals to the rector, vice-rector, dean, tutor, curator, psychologist. During the interview, students expressed their complete satisfaction with the cost of education, the availability of discounts, incentives and thanks from the management, the food system and medical care, sanatorium treatment, and accommodation in hostels.

Strengths/best practice

1. Scientific activity of the university, which allows carrying out scientific research at the international level with the participation of students.

2. Analysis of the university publication activity by the number of citations takes the first place in the Republic of Belarus among medical universities (the university journal "News of surgery" is represented in the International database SCOPUS).

3. Strong material and technical base in the university, which allows to provide practice-oriented teaching (training centre for practical training and simulation training, training and scientific-practical centre "Pharmacy").

EEC recommendations

1. It is recommended to ensure the involvement of international experts in the field of pharmaceutical education for peer review, analysis and updating of the components of the educational program "Pharmacy". Deadline: 2022-2023 academic year.

2. It is recommended to improve the digital information and communication environment of the university. Deadline: 2022-2023 academic year.

3. Ensure compliance with WHO recommendations on the prevention of new coronavirus infection among staff and students in the delivery of classroom-based training. Deadline: 2022-2023 academic year.

Conclusions of EEC according to the criteria:

strong - 4,
 satisfactory - 26,
 suggest improvements - 0,
 unsatisfactory - 0.

6.7 Evaluation of the educational program" Standard

Evidence-based part

The process and outcome monitoring program is implemented at VSMU, which includes continuous data collection and analysis of key aspects of the Program "Pharmacy". The process and outcome monitoring program includes preparation for the state accreditation procedure (the last accreditation of EP "Pharmacy" took place in 2019), ongoing control over the organization and implementation of the educational process, monitoring the effectiveness of teaching and learning, scientific and educational work in the departments, assessment of the quality of the educational process by QMS and anonymous online survey of students, teachers and employers, internal departmental teaching quality assessment.

The results of monitoring and anonymous questionnaires are discussed at the meetings of SMC, Council of the FPh, which develop an action plan to improve EP and improve the quality of education, approved by the Vice-Rector for Academic Affairs. The results of its implementation are reported at the course meetings and SMC.

There is a multilevel system of EP evaluation, which includes internal evaluation of the quality of education and consists of current control over the organization and implementation of the educational process by the Dean's Office (in the form of monthly control over the current progress and attendance of students); periodic control by the teaching and methodological department over the occupancy of academic groups, implementation of the approved schedule of classes; evaluation of the quality of educational process by the QMC sector; teaching quality assessment of the teaching staff by the students. The results of the work of the inspection group are discussed monthly at the meetings of SMC, Council of the FPh.

The assessment mechanisms of the EP Pharmacy provide the opportunity to track the progress of students, from results on entry to VSMU, CC to FC and calculation of the student's rating throughout the duration of their studies. The documented storage of student results allows the monitoring of these data throughout the duration of study at VSMU.

Mechanisms have been developed and used to promote students' progress in professional and personal development. Students have the opportunity to master and develop competencies not only in accordance with the programs of disciplines, but also within the framework of SSS, university and international competitions and conferences, LPS "Pharmacy".

Periodic questionnaires for students give more opportunities for student progress, clarification of student interests. The possibility of improvement and progress is given by the discussion and analysis of the EP, which takes place at the meetings of the SMC.

Achievement of the final learning outcomes of EP "Pharmacy" is discussed at the last meeting of the SEC, the Council of the FPh, the SMC, the University Council. The results of the

targets in achieving the quality of FPh are discussed annually at the Council of the FPh as part of the discussion of the report on the work of the FPh for the academic year. If the indicators are not met, the reasons and strategies for achieving them in the next academic year are discussed.

The content of the educational process is regularly checked by the EMD and the Dean's Office of the FPh. Educational programs are assessed by the stakeholders - internal and external consumers: students, department teachers, employers, practical pharmacy employees, who participate in SEC. The results of the assessment of EP "Pharmacy" by the stakeholders are discussed at the Council of the FPh and the University Council.

Comprehensive monitoring of EP enables the adjustment of approaches to the methods of assessment of students' learning outcomes and the introduction of new forms of organization of the learning process. This is exemplified by the possibility to conduct tests and examinations in the form set by the decision of the department.

The results of mastering the Program "Pharmacy" are assessed by the results of FC in the form of three state exams, the employment of graduates. The demand for FPh graduates is 100%. After graduation, a questionnaire survey of graduates is conducted in order to possible correction of EP. The level of satisfaction with the learning process of FPh students is 98.7%.

In order to assess its activities, performance, VSMU monitors the quality of intermediate results (survival of knowledge after the module of the discipline or after the completion of the discipline) and the quality of the overall final results, assessing the level of satisfaction of the graduates with the quality of the educational process.

The results of feedback from employers are analyzed annually at VSMU. The degree of satisfaction with the level of knowledge and skills of graduates by consumers is 92%.

An effective tool for investigating feedback, including information on the process and outcome of educational delivery, teaching misconduct and inappropriate behaviour of teaching staff and students, is a questionnaire survey of stakeholder representatives.

The quality control of education at the Faculty is carried out 2 times a year according to the results of examination sessions, on-line questionnaires of students according to the results of examination sessions, survival check of knowledge and practical skills. The results of examination sessions and on-line questioning of students on the results of CC, the results of checking the survivability of knowledge and practical skills are discussed at the meetings of the Rectorate, University Council, SMC, FPh Council, departments, Student Council for quality control of Education, course meetings, an action plan to improve the quality of education at faculties is elaborated.

Customer satisfaction with the quality of educational services provided is monitored annually (anonymous questionnaires).

VSMU uses the results of feedback based on online questionnaire survey of students, alumni, employees, organizations-customers to improve the educational program, which allows to take into account the needs of all stakeholders. According to the student survey research, the schedule is optimally adjusted twice a year within 1 month after the beginning of the semester.

The FPh monitors the progress of students based on the results of the winter/summer sessions. The list of students with debts and a low average score in disciplines is systematically updated. Parents of these students are sent a letter with information about the student's progress. The results of students' progress are discussed at the FPh Council. The Dean of the FPh conducts individual consultations with each student subject to expulsion from VSMU, regardless of the reason, as well as with each student who has expressed a desire to be reinstated again. If necessary, a teacher-psychologist of the DEWY is involved.

The EPD EP "Pharmacy" reflects the sequence of formation of competencies in the learning process; disciplines and practices involved in the formation of competencies, as well as the possibility of personal choice by students of disciplines of choice and optional disciplines.

The analysis of the questioning of students and teachers allows, if necessary, to develop corrective and preventive measures in relation to the content of disciplines, the ratio of lectures and practical classes, to introduce new disciplines into the variable part of the EP, to expand the methodological and information support of the educational process.

At the end of the academic year, all departments provide acts of readiness for the new academic year, administrative rounds are carried out, applications for the material and technical support of the educational process are reviewed, and the teaching staff is analyzed.

Students' academic achievement is analyzed in relation to social and cultural conditions. For example, students have the opportunity to receive a discount of up to 60% from the tuition fee, if they have a high performance in academic, scientific and social work and, among other things, if they need social support. The achievements of a student are taken into account in the placement of graduates in their first job: the order of priority is set according to the student's rating.

Beginning with the first year the achievements of students are analyzed by the Dean, Deputy Deans. Students are offered a wide range of social and professional organizations and groups to implement their interests and personal growth (student club, sports club, volunteer organizations, SSS, LPS).

The website of VSMU, the distance learning system, the official pages of the university in social networks and the FPh page in the section "FPh News" publish information on the achievements of the students.

If a student has a high ranking score, he or she may be recommended by the FPh Council for admission to a Master's or post-graduate program.

The results of students' progress and information on the demand for graduates of the speciality "Pharmacy" are the basis for the planning of admission quotas for the FPh, which are approved centrally by the Ministry of Health of the Republic of Belarus.

At all stages of EP implementation, students are consulted on all spheres of their academic and social activities. Counselling is conducted: on academic issues (current, pre-examination counselling, remote counselling is also introduced in all departments in the DLS, on academic progress - by dean's office staff, dean, teaching staff); on social and residential issues -

by responsible workers for educational work, curators of academic groups and including adaptation supervisors, tutors from among senior students. At VSMU consultations are conducted on the correction of the emotional state, problems of adaptation.

Educational Program and its components are discussed annually. Curricula of disciplines and practices are discussed at the departmental meetings with intradepartmental review, approved by the protocol of the departmental meeting signed by the head of department. Then, curricula for all disciplines and practices are subjected to normative control in the Educational and Methodological Department, reviewed by the Council of the FPh and submitted to the SMC.

The participation of students in the assessment of EP is carried out through questionnaires. The results of the survey are analysed and discussed at the meetings of the University Council, meetings of the rectorate, meetings of the Council of the FPh, thus involving the administration and management in the evaluation of EP. If necessary, corrective actions are developed at different levels. The feedback on EP is regularly monitored by the results of the questionnaire of students "The learning process through the eyes of the student".

Every year, a questionnaire survey of pharmacists-interns is conducted on the quality of the education received and a questionnaire survey of employers on the quality of training of VSMU graduates. Based on the results of the monitoring, employers' satisfaction with the quality of graduates is assessed, an analytical generalization of the data obtained and the development of preventive and corrective measures aimed at improving the quality of graduate training.

Based on the results of the questionnaire survey of university students conducted during the EEC visit, the committee members found that 82.7% of respondents are fully satisfied with the overall quality of curricula; accessibility of academic advising - 88.2%; clarity of course program presentation - 77.3%; structure and content and course outline - 73.5%; clarity of key terms in the EP - 78.3%; quality of services in libraries and reading rooms - 96.6%; system of evaluation of academic achievements - 73.5%; providing equal opportunities for learning the EP and personal development of all students.

Based on the results of a survey of university teaching staff carried out during the HEC visit, the committee members found that 85.4% of respondents highly evaluated the content of the curriculum and its compliance with the expectations and needs of teachers; support of the university and its management in the development of new educational programs - 82.8%; compliance of student knowledge with the requirements of the modern labour market - 70.9%; orientation of educational programs/curricula to provide students with skills to analyze situations and make projections - 67.8%; compliance of the curriculum with real life – 70,9 % respondents.

Analytical part

The experts of the EEC note that within the framework of the standard "Evaluation of Educational Programs" in the subject "Pharmacy", the work of the expert committee and the analysis of the submitted documentation revealed compliance with the requirements of the standard.

The university has a system of EP evaluation, which is based on the use of a variety of methods for collecting, processing and analyzing information. Data is provided indicating the involvement of teaching staff, students and administrative staff in the process.

VSMU regularly monitors the EP and student learning processes and outcomes, calculating the student's rating at all stages of learning. The results of monitoring are communicated to the stakeholders through feedback, which includes information on the quality of the educational process, comments and suggestions for improvement. If necessary, corrective actions are developed based on the results of monitoring at different levels.

On-line questionnaire survey of students, graduates, teaching staff is carried out as one of the mechanisms for studying and evaluating the implemented EP, as well as improving the system of student self-governance. All the results of the conducted surveys are posted on the internal network of VSMU for free access.

The committee members also note that the university is working with graduates and employers in EP Pharmacy, which was confirmed in the meetings with these focus groups. The degree of satisfaction with the level of knowledge and skills of graduates by consumers is 92%.

Strengths/best practice

There are no strengths by this standard.

EEC recommendations

No recommendations

Conclusions of EEC according to the criteria:

strong - 0,
satisfactory - 24,
suggest improvements - 0,
unsatisfactory - 0.

6.8 “Management and Administration” Standard

Evidence-based part

Management of VSMU is carried out in accordance with the legislation of the Republic of Belarus, the Statute of VSMU. Direct management of the activities of VSMU is carried out by the Rector. The top management of VSMU includes: Vice-rector for academic work, Vice-rector for international relations and work with foreign citizens, Vice-rector for educational and ideological work, Vice-rector for scientific research work, Vice-rector for educational and medical work, Vice-rector for administrative work, Vice-rector for security, regime and human resources. The direct management of the FPh is vested in the Dean. The powers and responsibilities of the dean are confirmed by the Statute. Deputy deans are subordinated to the dean.

The main self-governing body of VSMU is the Council of the University, the main self-governing body of the FPh is the Council of the FPh, established in order to solve the main issues of VSMU and the FPh respectively. The activity of the Council of the University and the

Council of the FPh is carried out in accordance with the NLA of the RB and local normative acts. The composition of the Council of the FPh includes:

- Dean of the FPh, heads of the structural subdivisions of the University, teaching staff of the chairs of the FPh.

- Student representatives.

Representatives of organizations - customers of personnel, public associations, and other organizations are invited to meetings of the FPh Council.

The FPh Council works in accordance with the approved work plan, approved at the last Council meeting of the calendar year. Decisions of the Council are taken by open voting by a simple majority of votes, except in the case of secret voting.

As the structure of VSMU changes, the list of Chairs by Faculties is approved by the Rector. The Head of the Department, who is appointed to the position after his/her election by the University Council and dismissed from the position by the Rector, perform the management of the Department. Annually, according to the Rector's order, the responsible persons for educational and methodological support of the educational process in the Departments are appointed.

In order to assess the academic management in relation to the achievement of the Mission and the intended educational outcomes, VSMU has developed, implemented and is operating a QMS. Regular evaluations are carried out through internal audits. The results of the audits are aimed at improving the quality of core and supporting processes and are input data for analysing the status and assessing the effectiveness of the QMS, as well as for making informed management decisions by VSMU management. The results of the audits are communicated to the administration, teachers and other stakeholders. In 2020 VSMU passed the certification audit of QMS for compliance with the requirements of STB ISO 9001-2015 in NSPS and DIN EN ISO 9001:2015 in German accreditation system.

Every year, at the extended University Council, where the staff, stakeholder representatives and student activists are present, the Rector presents an analysis of the main achievements, shortcomings and suggestions for improving the activities of VSMU.

The FPh Council discusses the achievement of the EP Pharmacy Mission, the Quality Objectives of the FPh and the implementation of the QMS by the FPh Departments.

VSMU is financed at the expense of the republican budget within the funds provided for the fiscal year by the budget estimates and estimates of income and expenditure of extra-budgetary funds received from the implementation of income-generating activities. Estimates of income and expenditure of extra-budgetary funds are prepared separately for each source of income in accordance with the NLA of the RB.

The resources required for the implementation of the EP "Pharmacy" are allocated from the national budget on an annual basis, within the limits of the allocated budgetary places.

VSMU is a legal entity, bears independent responsibility for its obligations, may acquire and exercise property and personal non-property rights on its own behalf, has separate property and an independent balance sheet. Budgetary expenditures are incurred based on the need for funds, taking into account the implementation of the savings regime and the efficient use of material and monetary resources. Expenses during implementation of extra-budgetary activities are incurred within the limits of cash proceeds of extra-budgetary funds.

VSMU has full autonomy to prioritise the allocation of extra-budgetary funds and the necessary autonomy in the allocation of budgetary funds within the allocated budgetary allocations. The growth rate of the teaching staff salaries in 2021 is 114% compared to 2020.

Every year VSMU allocates extra-budgetary funds for conducting SRW. Scientific research is carried out within the framework of scientific, scientific-technical and other programmes, scientific support of state programmes, under contracts with state bodies and other organisations of RB and other states, as well as under the training plan of highly qualified scientific staff approved by the University Council.

The subject of the activity of VSMU is the implementation of educational activities, including the implementation of higher education EP, postgraduate education EP, additional adult education in accordance with the NLA of the Republic of Belarus.

According to the results of the questionnaire conducted during the HEC visit, the openness and accessibility of senior management for students was rated positively by 88.1% of respondents; the openness and accessibility of senior management for teaching staff by 86.2% of respondents.

Analytical part

In the implementation of the EP "Pharmacy", university staff is guided by external and internal NLAs, orders and instructions of the Rector, orders of Vice Rectors in the relevant areas within their competence, quality management procedures, as well as the orders of heads of structural divisions.

The Rector, Vice-Rectors and heads of structural units of the University are administratively responsible for the decisions made and the results of their implementation. The relationship between the participants of the educational process is regulated by the Charter of the VSMU.

As follows from the self-assessment report and answers of university leaders, the university is financed at the expense of the republican budget within the funds provided for the financial year by the budget estimate, and the estimate of income and expenses of extra-budgetary funds received from the implementation of income-generating activities. Estimates of income and expenses of extra-budgetary funds are compiled separately for each source of income in accordance with the NLA of RB.

During meetings with the teaching staff, the heads of structural divisions of the university, members of the HEC found that in order to motivate employees to improve the quality and effectiveness of their activities, the rating assessment of teaching staff has been

developed and is functioning at the university. The university administration is guided by the results of the ratings when assigning an incentive part of the salary, resolving issues of competitive election (re-election) to positions.

According to the results of the survey of teaching staff and students, the members of the HEC found that the vast majority of respondents highly appreciate the activities of the top management of the university and the administration of the Faculty of Pharmacy.

According to the interviews with employers, the commission noted the constructive interaction of the health sector with VSMU through joint participation in the development, implementation and updating of educational programmes, provision of data to students and teaching staff for research, and career guidance work.

Strengths/best practice

1. Constructive interaction with the healthcare sector, the existence of contracts with clinical bases, which guarantee the early involvement of students in pharmaceutical activities.
2. The teaching staff and students support the efforts of the university administration and are satisfied with the working and study conditions provided, according to the surveys conducted.

EEC recommendations

It is recommended to publish the results of the financial audit on the official website of the university in order to ensure transparency and compliance with the principles of efficiency, effectiveness and priority. Deadline: 2022-2023 academic year.

Conclusions of EEC according to the criteria:

strong - 2,
satisfactory - 15,
suggest improvements - 0,
unsatisfactory - 0.

6.9 "Constant Update" Standard

Evidence-based part

Every year the management of the Faculty of Pharmacy reviews and evaluates the level of achievement of the Pharmacy EP Mission and quality objectives. In accordance with the achievements of pharmaceutical science and practice, changing regulatory requirements, priorities of socio-economic development of the country, all processes are constantly updated and improved.

The necessary human and financial resources are allocated to implement continuous quality improvement plans.

The analysis of the activities of the Faculty of Pharmacy is based on the results of regular monitoring. Monitoring of the implementation and achievement of the goal of EP "Pharmacy" is based on the results of academic progress, questionnaires, reports of the departments of the

Faculty of Pharmacy. Students contribute to the quality assurance of the educational process through participation in the work of SC EQC, as well as in the work of the Council of the Faculty of Pharmacy, SGS of the Faculty of Pharmacy. Performance analysis is conducted on the basis of monitoring of the strategic development program, annual activity plan, results of external and internal audits, commission reports, anonymous consumer questionnaires.

The constant renewal and improvement of all of FPh's activities are based on a constant study of the transformations and models, innovations of developments in education and pharmacy within the country as well as abroad.

For this purpose, specialized literature, foreign business trips are used, the experience of academic mobility of students and teachers to educational institutions in other countries, participation in national and international projects, participation of students and teachers in conferences of various levels are applied.

The basis for identifying measures for renewal and improvement is the results of monitoring, which are discussed at meetings of the FPh Council.

The provisions of the Mission of the OP "Pharmacy" are adapted taking into account the final results, scientific achievements, socio-economic and cultural development of society. Compliance of educational activities, learning outcomes of the Mission is controlled by the educational and methodological department, QMS sector, dean's office.

An important activity of the FPh is active cooperation with practical pharmacy and the healthcare system, which allows the teaching staff of the FPh to be an active participant in all processes for the provision of pharmaceutical assistance in the Republic of Belarus. Teaching staff are actively involved in all transformation processes in pharmacy. One of these areas of interaction is practical training, which is carried out in the pharmaceutical organizations of the country, which enables students to master professional competencies directly at their future workplace in a pharmacy and at a pharmaceutical enterprise. The increase in the satisfaction of all stakeholders became possible due to the policy pursued at VSMU, the development of university infrastructure, the ability to engage in scientific research on the basis of the university's laboratories, the availability of qualified personnel, and the attentive attitude of the VSMU administration to the needs of all consumers.

ES RB determines the model of the EP "Pharmacy", the requirements for the educational process and the final results of mastering its content. It is regularly revised and updated taking into account modern theories in education and teaching methods - simulation, information and communication skills, the ability to work in a team. This is facilitated by the introduction of the discipline "Biopharmaceutical ethics" and "Pharmaceutical assistance" into the educational program, which makes it possible to gain skills in communicating with pharmacy visitors. The participation of students in research projects, intra-university and inter-university competitions, SSS, conferences of various levels, trainings provide an opportunity to gain new knowledge and skills.

The EP Pharmacy is updated to reflect developments in biomedical, behavioural, social and specialized pharmaceutical sciences, as well as the needs of the pharmaceutical

industry, the health care system and society. Curriculum renewal is based on the latest scientific advances and educational innovations. Variation and individualisation of learning is supported by a variety of elective courses and electives on the most topical biomedical and professional issues.

A modular rating system is applied in the assessment of students, which is adapted to the peculiarities of the discipline. A variety of CC and FC methods are used: testing, practical skills demonstration, interviewing, solving practice-oriented situational tasks.

Defining the enrolment policy in connection with the changing needs of the healthcare system VSMU annually revises and approves the admission procedure for students, the list and number of educational programs of additional adult education. In the last 3 years VSMU has accounted for about 55% of the nationwide enrolment in the pharmaceutical profession.

Due to the high level of requirements for teaching staff, VSMU offers courses for professional development and retraining of its staff, forming specialists of the highest scientific qualification within the university. There is an effective personnel selection system in place, based on a database of talented young people. Also, highly qualified specialists of practical healthcare are involved for practical training in order to implement the educational process.

Forming and updating educational resources, VSMU systematically buys the latest literature, including original English-language literature, provides remote access to electronic resources. The Faculty of Pharmacy provides the opportunity for distance learning, updates and expands the simulation training opportunities.

Measures to improve the monitoring and evaluation of EP Pharmacy are based on the analysis of certification results, questionnaires of students, graduates and employers.

Taking into account the changes in both internal and external environment, modern global challenges VSMU is upgrading its organizational structure, creating new structural units, improving QMS, developing modern communication (cloud) technologies. Implementing the Mission, FPh aims to ensure high efficiency of activities and to be one of the leading centres of pharmaceutical science and education.

Analytical part

The EEC members, after analysing the submitted documents and talking to the focus group participants, determined that the University as a dynamic and socially responsible organisation of higher medical and pharmaceutical education in the Republic of Belarus, should initiate procedures for regular review and revision of the Pharmacy Program content, training outcomes, assessment and the educational environment. Structures and functions should be carefully reviewed and documented; weaknesses in the EP Pharmacy should be corrected, taking into account that resources for continuous improvement are constantly provided within the University.

Responses to questions on the process of updating the EP Pharmacy during focus group interviews were insufficient, as the process of updating the EP should be based on prospective research and analysis of current literature on medical and pharmaceutical education.

Strengths/best practice

There are no strengths by this standard.

EEC recommendations

1. It is recommended to adapt the model of education programme "Pharmacy" and methodological approaches, taking into account modern theories in education, adult learning methodology and active learning principles. Deadline: 2022-2023 academic year.

2. It is recommended to conduct and improve the process of monitoring and evaluation of the educational program "Pharmacy" on a regular basis. Deadline: 2022-2023 academic year.

Conclusions of EEC according to the criteria:

strong - 0,
satisfactory - 12,
suggest improvements - 2,
unsatisfactory - 0.

(VII) REVIEW OF STRENGTHS/BEST PRACTICES OF EACH STANDARD

7.1 "Mission and Deliverables" Standard

No strengths were identified for this standard.

7.2 "Educational program" Standard

1. Presence of a popular social faculty "Health Care" at VSMU, which defines the relationship with complementary medicine.

2. The teaching staff and students support the efforts of the university administration and are satisfied with the working and study conditions provided, according to the surveys conducted.

3. Constructive interaction with the healthcare sector, the existence of contracts with clinical bases, which guarantees the early involvement of students in pharmaceutical activities.

4. The existence of a comprehensive learner support program at the university.

5. Strong material and technical base in the university to ensure practice-oriented study programs (practical training and simulation training centre, training and research centre "Pharmacy").

7.3 "Student Assessment" Standard

No strengths were identified for this standard.

7.4 "Students" Standard

The existence of a comprehensive learner support programme at the university.

7.5 "Academic Staff/Teachers" Standard

The University provides adequate recognition and good rewards for its teaching staff and employees.

7.6 Educational Resources" Standard

1. The university's scientific activities, which enable research to be carried out at international level with the participation of students.

2. Analysis of the university's publication activity ranks first in the Republic of Belarus among medical universities in terms of citations (the university journal "News of Surgery" is represented in the International database SCOPUS).

3. Strong material and technical base in the university ensuring practice-oriented EP (Practical skills and medical simulation learning centre, Educational scientific practical Centre "Pharmacy").

7.7 "Evaluation of the educational program" Standard

No strengths were identified for this standard.

7.8 "Management and Administration" Standard

1. Constructive interaction with the healthcare sector, the existence of contracts with clinical bases, which guarantees the early involvement of students in pharmaceutical activities.

2. The teaching staff and students support the efforts of the university administration and are satisfied with the working and study conditions provided, according to the questionnaires conducted.

7.9 "Constant Update" Standard

No strengths were identified for this standard.

(VIII) REVIEW OF RECOMMENDATIONS FOR QUALITY IMPROVEMENT

8.1 "Mission and Deliverables" Standard

No recommendations.

8.2 "Educational program" Standard

1. It is recommended to use more innovative methods of teaching and learning in EP Pharmacy, based on modern adult learning theory. Deadline: 2022-2023 academic year.

2. It is recommended to use more active learning methods in the implementation of EP "Pharmacy" (PBL - problem-based learning, TBL - team-based learning, RBL - research-based learning, etc.). Deadline: 2022-2023 academic year.

3. It is recommended to ensure continuous monitoring of the quality of the implementation of the EP "Pharmacy" by all stakeholders. Deadline: 2022-2023 academic year.

8.3 "Student Assessment" Standard

It is recommended to introduce new assessment methods on a regular basis in accordance with modern trends in pharmaceutical education. Deadline: 2022-2023 academic year.

8.4 Students" Standard

No recommendations.

8.5 "Academic Staff/Teachers" Standard

It is recommended to organize advanced training for the teaching staff involved in the implementation of the EP "Pharmacy", on the use of modern educational technologies in the educational process. Deadline: 2022-2023 academic year.

8.6 "Educational Resources" Standard

1. It is recommended to ensure the involvement of international experts in the field of pharmaceutical education for peer review, analysis and updating of the components of the educational program "Pharmacy". Deadline: 2022-2023 academic year.

2. It is recommended to improve the digital information and communication environment of the university. Deadline: academic year 2022-2023.

3. It is recommended to ensure compliance with WHO recommendations on the prevention of new coronavirus infection among staff and students in the delivery of classroom-based training. Deadline: 2022-2023 academic year.

8.7 "Evaluation of the educational program" Standard

No recommendations.

8.8 "Management and Administration" Standard

It is recommended to publish the results of the financial audit on the official website of the university in order to ensure transparency and compliance with the principles of efficiency, effectiveness and priority. Deadline: 2022-2023 academic year.

8.9 "Constant Update" Standard

1. It is recommended to adapt the model of educational program "Pharmacy" and methodological approaches, taking into account modern theories in education, methodology of adult education and principles of active learning. Deadline: 2022-2023 academic year.

2. It is recommended to conduct and improve the process of monitoring and evaluation of the educational program "Pharmacy" on a regular basis. Deadline: 2022-2023 academic year.

**(IX) REVIEW OF RECOMMENDATIONS FOR DEVELOPMENT
OF THE EDUCATIONAL ORGANIZATION**



Appendix 1. Evaluation table «Program Segment Parameters»

№	№	№ CRITERION	EVALUATION CRITERIA	Educational institution position			
				Strong	Satisfactory	Supposed to be improved	Unsatisfactory
		1.	«MISSION AND DELIVERABLES»				
		1.1	Mission determining				
1	1	1.1.1	Medical educational institution shall determine its <i>mission</i> and EP mission and inform the parties concerned and healthcare sector .		+		
			The announcement of mission shall contain purposes and educational strategies , ensuring training a qualified physician at the level of basic medical training :				
2	2	1.1.2	with proper grounds for further career in any field of medicine, including all kinds of medical practice, administrative medicine and medical scientific research		+		
3	3	1.1.3	being able to perform both the role and functions of a physician according to the requirements of healthcare sector		+		
4	4	1.1.4	trained for postgraduate education		+		
5	5	1.1.5	obliged to study throughout the whole life, including professional responsibility to maintain the proper level of knowledge and skills by means of activity assessment, audit, analyzing own practice as well as recognized practices in continuous professional education/continuous medical education		+		
6	6	1.1.6	Medical educational institution shall guarantee the mission to include advances in medical research in the sphere of biomedical, clinical, behavioral and social sciences.		+		
7	7	1.1.7	Medical educational institution shall guarantee the mission to include the aspects of global health and to reflect common international health problems.		+		
		1.2	<i>Participation in mission formulating</i>				
8	8	1.2.1	<i>Medical educational institution shall guarantee the main parties concerned to participate in the EP mission development.</i>		+		
9	9	1.2.2	<i>Medical educational institution shall guarantee the announced EP mission to be based on opinion\suggestions of other corresponding parties concerned.</i>		+		

		1.3	<i>Institutional autonomy and academic freedom</i>				
			Medical educational institution shall have institutional autonomy for developing and implementing the policy which is in the sphere of responsibility of administration and academic staff with regard to:				
10	10	1.3.1	<i>development and making up the educational program;</i>		+		
11	11	1.3.2	<i>utilization of the supplied resources, which are necessary for the implementation of the educational program.</i>		+		
			Medical educational institution shall guarantee academic freedom to all employees and students:				
12	12	1.3.3	in regard to <i>the current educational program, which allows to base oneself upon different points of view in the description and analysis of medical issues;</i>		+		
12	12	1.3.4	enabling the exploiting of new research deliverables in order to improve studying particular subjects/issues without extension of educational program.		+		
		1.4	<i>Final academic deliverables</i>				
		1.4.1	<i>Medical educational institution shall determine expected final academic deliverables, which students are required to present after graduation in regard to:</i>				
13	13		<i>their achievements at the basic level of their knowledge and skills ;</i>		+		
14	14		<i>proper foundation for further career in any field of medicine;</i>		+		
15	15		<i>their future roles in the healthcare sector;</i>		+		
16	16		<i>their further postgraduate training;</i>		+		
17	17		<i>their obligation to study throughout the whole life;</i>		+		
18	18		<i>medical needs of the society and healthcare system as well as other aspects of social responsibility.</i>		+		
19	19	1.4.2	Medical educational institution shall guarantee the students to fulfil obligations in regard to physicians, teachers, patients and their relatives in accordance with the standards of behaviour.		+		
20	20	1.4.3	Medical educational institution shall determine and coordinate the connection between final academic deliverables with the ones required during postgraduate education		+		
21	21	1.4.4	<i>Medical educational institution shall determine the deliverables of students' involvement into medical research;</i>		+		
22	22	1.4.5	<i>Medical educational institution shall pay attention to the final deliverables connected with the global health;</i>		+		
23	23	1.4.6	<i>Medical educational institution shall use graduates' competence assessment as the</i>		+		

			<i>way of feedback in order to improve the educational program .</i>				
			Total	0	23	0	0
		2	EDUCATIONAL PROGRAM				
		2.1	<i>Educational program model and teaching methods</i>				
24	1	2.1.1	<i>Medical educational institution shall determine the educational program including an integrated model based on the subjects, the systems of organs, clinical problems and diseases, the model based on modular or spiral design .</i>		+		
25	2	2.1.2	Medical educational institution shall determine applied <i>teaching methods and learning techniques</i> which stimulate, train, and support students' responsibility for their educational process.		+		
26	3	2.1.3	Medical educational institution shall guarantee the educational program to develop students' abilities for learning throughout the whole life.		+		
27	4	2.1.4	Medical educational institution shall guarantee implementation of the educational program in accordance with the principles of equality.		+		
28	5	2.1.5	Medical educational institution shall apply the teaching methods and learning techniques based on modern theory of teaching adults.				+
		2.2	Scientific approach				
		2.2.1	Throughout the whole educational program the medical educational institution shall teach:				
29	6		scientific methodology principles, including the methods of analytical and critical thinking;		+		
30	7		scientific research methods in medicine;		+		
31	8		evidence-based medicine,		+		
32	9		which require <i>teachers' competence and which are the part of the educational program.</i>		+		
33	10	2.2.2	Medical educational institution shall include the elements of scientific research in the educational program in order to facilitate scientific thinking as well as applying scientific research methods.		+		
34	11	2.2.3	Medical educational institution shall facilitate involvement of students into conducting or participating in scientific research projects.	+			
			Basic biomedical sciences				
			The educational program of the medical educational institution shall determine and include:				
35	12	2.3.1	advances of <i>basic biomedical sciences</i> to facilitate students' understanding of scientific knowledge;		+		

36	13	2.3.2	concepts and methods which are considered to be the basic ones for acquiring and applying clinical scientific knowledge.		+		
			Medical educational institution shall correct its educational program and introduce into it the latest advances in biomedical sciences for:				
37	14	2.3.3	scientific, technological and clinical developments;		+		
38	15	2.3.4	current and expected needs of the society and healthcare system.		+		
		2.4	Behavioral and social sciences and medical ethics				
		2.4.1	The educational program of the medical educational institution shall determine and include the advances in:				
39	16		<i>behavioral sciences;</i>		+		
40	17		<i>social sciences;</i>		+		
41	18		<i>medical ethics;</i>		+		
42	19		<i>medical jurisprudence, which will provide knowledge, concepts, methods, skills and relations needed for realizing social-economic, demographic and cultural conditionalities of the causes, spread and consequences of health problems, as well as knowledge of national health care system and patients' rights that promotes the analysis of social health problems efficient communication, medical decision-making and professional ethics.</i>		+		
		2.4.2	Medical educational institution shall correct its educational program and introduce into it the latest advances in behavioral and social sciences as well as in medical ethics for				
43	20		scientific, technological and clinical developments;		+		
44	21		current and expected needs of the society and healthcare system;		+		
45	22		changing demographical and cultural conditions.		+		
		2.5	Clinical sciences and skills				
			Medical educational institution shall determine and introduce the advances of clinical sciences into the educational program and guarantee the students:				
46	23	2.5.1	to acquire sufficient knowledge, clinical and professional skills for taking the proper responsibility including the events connected with health promotion, disease prevention and first aid delivering;		+		
47	24	2.5.2	to spend reasonable part (one third) of the educational program in planned contacts with patients, including consideration of the purpose, proper number and their sufficiency for training at corresponding teaching hospitals;		+		
48	25	2.5.3	to carry out activity for health promotion		+		

			and prophylaxis.				
49	26	2.5.4	Medical educational institution shall determine a definite period of time for teaching basic clinical subjects including internal diseases, surgery, psychiatry, general medical practice (family medicine), obstetrics and gynaecology, paediatrics.		+		
50	27	2.5.5	Medical educational institution shall organize clinical training with the proper emphasis to patient's safety when all the student's actions performed at teaching hospitals are supervised.		+		
			Medical educational institution shall correct its educational program and introduce into it the latest advances in clinical sciences for:				
51	28	2.5.6	scientific, technological and clinical developments;;		+		
52	29	2.5.7	current and expected needs of the society and healthcare system.		+		
53	30	2.5.8	Medical educational institution shall guarantee every student to have early contact with real patients, to have the possibility to be gradually involved in medical aid delivering to patients as well as to be responsible for examination and/or treatment of a patient under the supervision carried out at teaching hospitals.	+			
54	31	2.5.9	Medical educational institution shall structure various components of clinical skills instruction in accordance with a particular part of the curriculum.		+		
		2.6	Structure, contents and duration of the educational program				
55	32	2.6.1	Medical educational institution shall describe the contents, quantity and succession of the courses and other elements of the educational program in order to guarantee proper proportion among basic, behavioral, social and clinical subjects.		+		
			The educational program of the medical educational institution shall:				
56	33	2.6.2	guarantee horizontal integration of interdisciplinary sciences and subjects;		+		
57	34	2.6.3	guarantee vertical integration between clinical sciences and basic biomedical, behavioral and social sciences;		+		
58	35	2.6.4	present the possibility to choose elective courses and to determine the balance between obligatory and optional parts of the educational program, including the combination of obligatory components and elective courses or special components choosingly;		+		
59	36	2.6.5	determine interrelation with complementary medicine including conventional or alternative practice.		+		
		2.7	Program management				

60	37	2.7.1	Medical educational institution shall appoint the department responsible for educational programs. This department under the supervision of the academic management is responsible and entitled to plan and introduce the educational program as well as to distribute committed resources for planning and introducing instruction and learning methods, students' assessing and educational program evaluating in order to provide achievement of final academic deliverables.		+		
61	38	2.7.2	Medical educational institution shall guarantee representation of teachers and students in the department responsible for educational programs.		+		
62	39	2.7.3	Medical educational institution shall plan and introduce innovations into the educational program with the help of the department responsible for educational programs .		+		
63	40	2.7.4	Medical educational institution shall include the representatives of other corresponding parties concerned involving other participants of educational process, representatives of teaching hospitals, medical graduates, healthcare experts engaged in the instruction as well as the teachers of other faculties in the department responsible for educational programs.		+		
		2.8	Connection with medical practice and healthcare system				
64	41	2.8.1	Medical educational institution shall provide operative connection between the educational program and further stages of professional training (internship, if available, specialization, continuous professional education/continuous medical education or practice, following student's graduation and including determination of health problems, determination of required academic deliverables, defining and description of the educational program elements and their interrelations at different stages of training and practicing with proper consideration of local, national, regional and global conditions for\from healthcare sector as well as participation of teachers and students while providing medical aid.		+		
			Medical educational institution shall guarantee the department responsible for the educational program:				
65	42	2.8.2	to take into account peculiarities of working conditions for graduates and to modify the educational program accordingly;		+		
66	43	2.8.3	to consider modification of the educational program on the basis of the feedback from the community and society on the whole.		+		

			Total	5	37	1	0
		3.	STUDENT ASSESSMENT				
		3.1	Methods of assessment				
			Medical educational institution shall:				
67	1	3.1.1	determine, approve, publish the principles, methods and practice applied for student assessment, including the number of examinations and other tests, observing the balance between oral and written examinations, applying assessment methods based on the criteria and reasoning, special examinations (objective structural clinical examination or Miniclinical examination); determine the criteria for passing score, grades and the number of allowed retestings;		+		
68	2	3.1.2	guarantee the grade to comprise knowledge, skills and attitudes towards study;		+		
69	3	3.1.3	apply a wide range of assessment methods and formats depending on their “utility assessment” including the combination of validity, reliability, impact upon study, acceptability and efficiency of methods and assessment format;		+		
70	4	3.1.4	guarantee the methods and assessment results to avoid conflict of interest;		+		
71	5	3.1.5	guarantee the process and methods of assessment to be open (available) for expertise by external experts ;		+		
72	6	3.1.6	use the system of grade appealing.		+		
			Medical educational institution shall:				
73	7	3.1.7	record and estimate reliability and validity of assessment methods that require proper process of provision of current assessment practice;		+		
74	8	3.1.8	introduce new methods of assessment in accordance with the necessity;		+		
75	9	3.1.9	apply the system of grade appealing.		+		
		3.2	Interrelation between grade and study				
			Medical educational institution shall apply principles, methods and practice of assessment, involving academic students' achievements as well as assessment of knowledge, skills, professional values and attitudes, which:				
76	10	3.2.1	are clearly correlated with teaching methods, learning techniques and academic deliverables;		+		
77	11	3.2.2	guarantee students to achieve final academic deliverables;		+		
78	12	3.2.3	facilitate students' instruction;		+		
79	13	3.2.4	provide proper balance between formative and summative assessments in order to manage instruction and estimate student's academic progress that requires setting rules of progress estimation and their correlation to assessment process.		+		
			Medical educational institution shall:				

80	14	3.2.5	<i>regulate the number and character of inspections of various elements of the educational program aimed at promotion of knowledge acquiring and integrated instruction, and aimed at avoiding negative influence upon instruction process and excluding the necessity of learning excessive information and educational program overload;</i>		+		
81	15	3.2.6	guarantee presenting well-timed, particular, constructive and fair feedback for students on the basis of assessment results		+		
			Total	0	15	0	0
		4.	STUDENTS				
		4.1	Enrolment and selection policy				
			Medical educational institution shall:				
82	1	4.1.1	determine and implement enrolment in accordance with the regulations for the selection process ;		+		
83	2	4.1.2	have the <i>policy</i> and implement the practice of <i>enrolling disabled students in accordance with current legislation and national normative legal documents;</i>		+		
84	3	4.1.3	have the police and implement the practice of transferring students from other programs as well as from other medical educational institutions .		+		
			Medical educational institution shall:				
85	4	4.1.4	establish relations between students enrolment and medical educational institution's mission, educational program, and expected graduates' proficiency;		+		
86	5	4.1.5	basing on the data from the community and experts, review the enrolment policy in order to meet <i>the needs of public health and the community on the whole, including consideration of enrolment with taking into account students' sex, ethnic origin, language and prospective necessity of particular policy for enrolling students from low-income families as well as from national minorities;</i>		+		
87	6	4.1.6	apply enrolment appeal system.		+		
		4.2	Enrolment				
88	7	4.2.1	Medical educational institution shall determine the number of students admitted in accordance with the available facilities at all the instruction stages. This number determined is regulated by national requirements for healthcare personnel resource; if medical educational institutions do not control the number of students admitted, it is necessary to demonstrate the obligations by explaining all interrelations, emphasizing the consequences of the decisions made (imbalance between the number of students admitted and facilities		+		

			and academic potency of higher educational institution).				
89	8	4.2.2	Medical educational institution shall regularly review the number and contingent of the students admitted while consulting with corresponding parties concerned responsible for planning an developing healthcare personnel resources as well as institutions and experts in global aspects of human healthcare resources (e.g. deficiency or uneven distribution of healthcare personnel resources, physicians' migration, establishing new higher medical educational institutions); and regulate the number of students admitted in order to meet needs of public health and society on the whole.		+		
		4.3	Counselling and students' support				
			Medical educational institution shall :				
90	9	4.3.1	have students' academic counselling system including issues connected with elective courses choosing, preparing for postgraduate study, professional career planning, appointing academic tutors for particular groups of students or small groups of students;		+		
91	10	4.3.2	suggest students' maintaining program aimed at social, financial, personal students' needs, and directed at maintaining students in case of social, personal, health, financial problems: availability of medical aid, immunization program, medical insurance as well as financial assistance as hardship grants, stipends, loans;		+		
92	11	4.3.3	allocate resources for students' maintaining;		+		
93	12	4.3.4	guarantee confidence regarding counseling and maintaining.		+		
			Medical educational institution shall provide the counseling which:				
94	13	4.3.5	is based on student's progress monitoring and is aimed at social and personal students' needs, including academic support, support in the solution of personal, health and financial problems;		+		
95	14	4.3.6	involves counseling and professional career planning.		+		
		4.4	Students' representation				
96	15	4.4.1	Medical educational institution shall determine and implement the policy of students' representation and participation and in mission determining, developing, managing and evaluating educational program as well other issues concerning students..		+		
97	16	4.4.2	Medical educational institution shall provide promotion and support to students' activity and students' organizations, including technical and financial support.		+		

			Total	1	15	0	0
		5.	ACADEMIC STAFF/TEACHERS				
		5.1	Personnel selection and recruiting policy				
			Medical educational institution shall determine and implement <i>personnel selection and recruiting policy</i> which :				
98	1	5.1.1	identifies their category, responsibility and balance of academic staff\teachers between basic biomedical, behavioral, and social sciences and clinical sciences in order to implement educational program properly, including reasonable proportion between teachers of medical and non-medical subjects, working full-time or part-time as well as balance between academic and non-academic employees ;		+		
99	2	5.1.2	contains criteria on scientific, pedagogical and clinical merits of candidates, including proper proportion among pedagogical, scientific and clinical qualifications;		+		
100	3	5.1.3	determines and provides the monitoring of responsibilities of academic staff\teachers of basic biomedical, behavioral, social and clinical sciences.		+		
			Personnel selection and recruiting policy of the medical educational institution shall take into account such criteria as:				
101	4	5.1.4	attitudes towards institution's mission, <i>importance of local conditions, including sex, nationality, religion, language and other conditions concerning the medical educational institution and educational program;</i>		+		
102	5	5.1.5	<i>economic opportunities which take into account institutional conditions for employees' financing and efficient resource exploitation.</i>		+		
		5.2	Development policy and employees' activity				
			Medical educational institution shall determine and implement employees' activity and development policy which:				
103	6	5.2.1	enables keeping the balance between teaching, scientific and service functions; <i>such balance includes fixed time for each activity period taking into account medical educational institution's needs as well as teachers' qualification.</i>		+		
104	7	5.2.2	guarantees recognition of academic achievement with the emphasis on pedagogical, research and clinical qualification and is carried out as awards, career promotion and\or allowance;	+			
105	8	5.2.3	guarantees clinical activity and scientific research to be incorporated into instruction process;		+		
106	9	5.2.4	guarantees <i>every employee to know the</i>		+		

			<i>educational program, that includes realizing teaching and learning methods as well as general contents of the program and other subjects, fields of science in order to promote cooperation and integration ;</i>				
107	10	5.2.5	<i>includes training, development, support and evaluation of teachers' activity involving all the staff: newly hired teachers, teachers enlisted from hospitals and clinics .</i>		+		
			Medical educational institution shall:				
108	11	5.2.6	take into account the proportion "teacher-student" depending on various components of the educational program		+		
109	12	5.2.7	develop and implement employees' promotion policy.		+		
			Total	1	11	0	0
		6.	EDUCATIONAL RESOURCES				
		6.1	Material and technical resources				
			The medical educational institution shall				
110	1	6.1.1	have sufficient <i>material and technical resources</i> for teachers and students to ensure adequate educational program implementing;	+			
111	2	6.2.2	provide safe environment for personnel, students, patients and those who take care for them, including providing the necessary information and protection from harmful substances, microorganisms, adherence to safety regulations in the laboratory and when using equipment.		+		
112	3	6.1.3	The medical educational institution shall improve the learning environment of students through regular updating, enhancing and upgrading material and technical resources for development in the teaching practice.	+			
		6.2	Clinical training resources				
			The medical educational institution is to provide the necessary resources for students to acquire adequate clinical experience, including sufficient:				
113	4	6.2.1	number and categories of patients;		+		
114	5	6.2.2	number and categories of clinical bases, which include clinics, outpatient services (including PHC), primary health care institutions, health centers and other institutions providing medical care to the population, as well as clinical skills centers/laboratories that allow clinical training using clinical bases facilities and provide rotation on the main clinical disciplines;	+			
115	6	6.2.3	supervision of the clinical practice of students.	+			
116	7	6.2.4	The medical educational institution shall study and evaluate, adjust and improve clinical training resources in order to meet the needs of the population served, which		+		

			will comprise compliance and quality for clinical training programs regarding clinical bases, equipment, number and categories of patients and clinical practice, supervision and administration.				
		6.3	Information technology				
117	8	6.3.1	The medical educational institution is to define and implement a policy aimed at the effective using and evaluating appropriate information and communication technologies in the educational program.		+		
118	9	6.3.2	The medical educational institution is to provide access to online or other electronic media		+		
			The medical educational institution shall provide teachers and students with opportunities to use information and communication technologies:				
119	10	6.3.3	for self-study;		+		
120	11	6.3.4	access to information;		+		
121	12	6.3.5	patient management;		+		
122	13	6.3.6	work in the healthcare system.		+		
123	14	6.3.7	The medical educational institution shall optimize students' access to relevant patient data and healthcare information systems.		+		
		6.4	Medical research and scientific achievements				
			The medical educational institution shall:				
124	15	6.4.1	have research activities in medicine and scientific achievements as the basis for the educational program;		+		
125	16	6.4.2	identify and implement a policy for developing the interrelation between research and education;		+		
126	17	6.4.3	provide information about the research base and priority directions in the scientific research of the medical educational institution;		+		
127	18	6.4.4	use medical scientific research as the basis for the curriculum.		+		
			The medical educational institution is to guarantee the interrelation between scientific research and education:				
128	19	6.4.5	to be taken into account in teaching;		+		
129	20	6.4.6	to encourage and prepare students to participate in scientific research in medicine and their development.		+		
		6.5	Expertise in the field of education				
			The medical educational institution shall				
130	21	6.5.1	have access to educational expertise, where necessary , and conduct expertise that examines the processes, practices, and issues of medical education, and may involve physicians with experience in medical education research, educational psychologists and sociologists, or by involving experts from other national and international		+		

			institutions.				
			The medical educational institution is to define and implement a policy on using expertise in the field of education:				
131	22	6.5.2	in the development of the educational program;		+		
132	23	6.5.3	in the development of teaching methods and knowledge and skills assessment.		+		
			The medical educational institution shall				
133	24	6.5.4	present evidence of using internal or external expertise in medical education to develop staff capacities;		+		
134	25	6.5.5	pay due attention to the development of expertise in education assessment and in research in medical education as a discipline including the study of theoretical, practical and social issues in medical education;		+		
135	26	6.5.6	encourage the aspiration and interests of staff in conducting research in medical education.		+		
		6.6	Educational exchange				
			The medical educational institution is to define and implement a policy for:				
136	27	6.6.1	cooperation at the national and international levels with other medical universities;		+		
137	28	6.6.2	<i>transferability and mutual credit recognition, which suggests consideration of educational program volume limits transferred between educational institutions, this may be facilitated by collaboration agreements on mutual recognition of educational program elements, and active coordination of programs between medical educational institutions and using a transparent system of credit points and flexible course requirements.</i>		+		
			The medical educational institution shall				
138	29	6.6.3	promote regional and international exchange of personnel (academic, administrative and teaching staff) and students by providing appropriate resources;		+		
139	30	6.6.4	<i>guarantee the exchange organization in accordance with the objectives, with account taken of the needs of staff, students, and in compliance with ethical principles.</i>		+		
			Total	4	26	0	0
		7.	EVALUATION OF THE EDUCATIONAL PROGRAM				
		7.1	Program monitoring and evaluation mechanisms				
			The medical educational institution is supposed				
140	1	7.1.1	to have a program for monitoring processes and results, including the collection and analysis of data on key aspects of the educational program in order to ensure the educational process to be carried out appropriately and to identify any areas		+		

			requiring intervention, as well as data collection is a part of the administrative procedures in connection with students admission, student assessment and completion of training.				
141	2	7.1.2	to ensure the influence of relevant assessment results on the curriculum		+		
			The medical educational institution is to establish and apply mechanisms for evaluating the educational program that:				
142	3	7.1.3	are aimed at the educational program and its main components, including the model of the educational program, the structure, the content and duration of the educational program, and the use of compulsory and elective parts;		+		
143	4	7.1.4	are aimed at student progress;		+		
144	5	7.1.5	identify and consider issues that include insufficient achievement of expected final academic results and assume the information received on final academic deliverables, including failures and problems detected, will be used as feedback for activities and corrective action plans to improve educational program and curricula of disciplines;		+		
			The medical educational institution shall periodically conduct a comprehensive assessment of educational program aimed at:				
145	6	7.1.6	<i>the context of the educational process, which includes the organization and resources, the learning environment and the culture of the medical educational institution</i>		+		
146	7	7.1.7	<i>special components of the educational program, which include a description of the discipline and methods of teaching and learning, clinical rotations and assessment methods</i>		+		
147	8	7.1.8	<i>final deliverables, to be measured by national examination results, international examinations, career choices and postgraduate training results;</i>		+		
148	9	7.1.9	The medical educational institution shall rely on social responsibility/accountability.		+		
		7.2	Teacher and student feedback				
149	10	7.2.1	The medical educational institution shall systematically collect, analyze and provide feedback to teachers and students, which includes information about the process and products of the educational program, as well as information about bad practice or inappropriate behavior of teachers or students with and / or legal consequences.		+		
150	11	7.2.2	medical educational institution is to use the results of the feedback to improve the educational program.		+		
		7.3	Academic achievements of students				

			medical educational institution is to analyze the educational achievements of students regarding:				
151	12	7.3.1	<i>its mission and deliverables of the educational program, which includes information on the average duration of study, academic scores, frequency of passing and failing exams, cases of successful completion and dismissal, student reports on the learning conditions in the courses taken, on the time spent for studying areas of interest, including elective components, as well as interviews with students on repeated courses, and interviews with students who leave the program of study;</i>		+		
152	13	7.3.2	educational program;		+		
153	14	7.3.3.	resource availability.		+		
			The medical educational institution shall analyze academic achievements of students regarding:				
154	15	7.3.4	their previous experience and conditions, including social, economic, cultural conditions;		+		
155	16	7.3.5	level of training on admission to a medical educational institution.		+		
			The medical educational institution is to use the analysis of students' educational achievements to provide feedback to structural units responsible for:				
156	17	7.3.6	selection of students;		+		
157	18	7.3.7	educational program planning;		+		
158	19	7.3.8	student counselling.		+		
		7.4	Concerned parties engagement				
			The medical educational institution in its monitoring program and activities for the evaluation of the educational program is to involve:				
159	20	7.4.1	teaching staff and students;		+		
160	21	7.4.2	its administration and management.		+		
			The medical education institution shall for other concerned parties , including other representatives of academic and administrative staff, members of the public, authorized bodies for education and health, professional organizations, as well as those responsible for postgraduate education:				
161	22	7.4.3	provide access to course and educational program evaluation results;		+		
162	23	7.4.4	collect and study feedback from them on the clinical practice of graduates;		+		
163	24	7.4.5	collect and study feedback from them on the educational program.		+		
			Total	0	24	0	0
		8.	MANAGEMENT AND ADMINISTRATION				
		8.1	Management				
164	1	8.1.1	<i>The medical educational institution is to</i>		+		

			<i>determine the management structures and functions, including their relations with the university, if the medical educational organization is a part or an affiliated branch of the university.</i>				
			The medical educational institution is to determine structural divisions in its management structures with the establishment of each structural division responsibility and be composed of:				
165	2	8.1.2	representatives of academic staff;		+		
166	3	8.1.3	students;		+		
167	4	8.1.4	other concerned parties, including representatives of the ministry of education and health, the healthcare sector and the public.		+		
168	5	8.1.5	The medical educational institution shall ensure the transparency of the management system and the decisions made, which are published in bulletins, posted on the website of the university, included in the protocols for review and execution.		+		
		8.2	Academic management				
169	6	8.2.1	Medical educational institution shall clearly define the academic administration responsibility for the development and management of the educational program.		+		
170	7	8.2.2	The medical educational institution shall periodically evaluate the academic management regarding its mission accomplishments and the final academic deliverables.		+		
		8.3	Training budget and resource allocation				
			The medical educational institution shall:				
171	8	8.3.1	have clearly defined range of responsibilities and authorities to provide the educational program with resources, including a target budget for education;		+		
172	9	8.3.2	allocate the resources necessary for implementing the educational program and distribute educational resources in accordance with their needs.		+		
173	10	8.3.3	Finance system of medical educational institution is to be based on the principles of efficiency, effectiveness, priority, transparency, responsibility, differentiation and independence of all budget levels.		+		
			The medical education institution shall:				
174	11	8.3.4	provide sufficient autonomy in the allocation of resources, including proper remuneration of teachers in order to achieve the final academic deliverables;		+		
175	12	8.3.5	on allocating resources, take into account scientific advances in the field of medicine and public health problems and their needs.		+		
		8.4	Administrative staff and management				

			The medical educational institution is supposed to have an appropriate administrative staff, including their number and composition in accordance with qualifications, in order to:				
176	13	8.4.1	ensure implementing the educational program and appropriate activities;		+		
177	14	8.4.2	guarantee proper management and resources allocation.		+		
178	15	8.4.3	The medical educational institution is to develop and implement an internal management quality assurance program, considering needs for improvement, and conduct regular management review and analysis.		+		
		8.5	Interaction with the healthcare sector				
179	16	8.5.1	The medical educational institution shall have a constructive interaction with the healthcare sector, with related sectors of the healthcare of society and government, including the exchange of information, cooperation and initiatives of the organization, to provide with qualified doctors in accordance with the needs/demands of society.	+			
180	17	8.5.2	The medical educational institution shall formalize cooperation with partners in healthcare sector, that implies concluding official agreements with defining the content and forms of cooperation and / or signing a joint contract and the formation of a coordinating committee, and carrying out joint activities.	+			
			Total	2	15	0	0
		9.	CONSTANT UPDATE				
			The medical educational institution, as a dynamic and socially responsible institution, shall:				
181	1	9.1.1	initiate procedures for regular review and revision of content, results / competencies, assessment and learning environment, structure and function, record and eliminate failures;		+		
182	2	9.1.2	allocate resources for continuous improvement.		+		
			The medical educational institution shall:				
183	3	9.1.3	base the update process on prospective studies and analyses and on the results of its own research, evaluation and literature on medical education;			+	
184	4	9.1.4	ensure that the process of renewal and restructuring results in a revision of its policy and practice in accordance with past experience, current activities and future prospects; guide the upgrade process to:		+		
185	5	9.1.5	Adaptation of the mission statement and deliverables to the scientific, socio-economic		+		

			and cultural development of society.				
186	6	9.1.6	Modification of final academic deliverables of graduates in accordance with the documented requirements of the postgraduate training environment, including clinical skills, training in public health issues and participation in the process of patient care in accordance with the responsibilities assigned to graduates of medical educational institution.		+		
187	7	9.1.7	Adjustment of the curriculum model and methodological approaches to ensure them to be appropriate and relevant and take into account current theories in education, adult education methodology, principles of active learning.			+	
188	8	9.1.8	Adjustment of the educational program elements and their relation in accordance with advances in the biomedical, behavioral, social and clinical sciences, with changes in the demographic situation and the state of health/morbidity of the population and socio-economic and cultural conditions; and the adjustment process will ensure introducing new relevant knowledge, concepts and methods, and removing outdated ones.		+		
189	9	9.1.9	Development of assessment principles, and methods of conducting examinations and their number in accordance with changes in final academic deliverables and teaching and learning methods.		+		
190	10	9.1.10	Adjustment of student enrollment policies and student selection methods in accordance with changing expectations and circumstances, staffing requirement, changes in the pre-university education system, and educational program requirements.		+		
191	11	9.1.11	Academic staff recruitment and formation policy adjustment in accordance with changing requirements.		+		
192	12	9.1.12	Educational resources updating in accordance with changing needs, such as student enrollment, number and profile of academic staff, educational program.		+		
193	13	9.1.13	Monitoring process and educational program evaluation improvement.		+		
194	14	9.1.14	Improvement of organizational structure and management principles to ensure effective operation under changing circumstances and requirements, and, in the long term, to meet the interests of various groups of the parties concerned.		+		
			Total	0	12	2	0
			GENERAL TOTAL	13	178	3	0