



SOCIAL RESPONSIBILITY REPORT
2015

Rector's review

The Social Responsibility Report of the Saimaa University of Applied Sciences covers the year 2015 in the UAS's operations. The aim of the report is to provide stakeholders with an overall view of the duties, operations and results achieved at Saimaa UAS. Social responsibility is reviewed from the perspectives of financial, environmental and social responsibility. The UAS has particular responsibilities to students and working life but also to its own staff and, in a wider perspective, to the whole society.

In 2015, Saimaa UAS decided on a new strategy for 2016 – 2020. The strategy defines the Saimaa UAS mission as follows: We grow brave talent and build innovations for tomorrow's world. The new strategy places learning in the centre, and R&D processes create new solutions for partners, especially in South Karelia. The vision of Saimaa UAS is to be the foremost Finnish university in terms of international activities in 2025, providing a platform for going global in the Imatra and Lappeenranta regions.

Cooperation with Lappeenranta University of Technology (LUT) will be further intensified. The aim is to establish a corporate group, the LUT Group, as of 1 January 2018, with Saimaa UAS as a constituent part. The LUT and Saimaa UAS integration will support vitality in the region, create new business opportunities and intelligent combinations of sciences, offer more choices for students and improve operational efficiency. Already today, the cooperation and joint campus in Skinnarila are offering operational and financial benefits to both universities. Sharing the campus facilities has saved the universities about a million euros in a year, and the number of joint R&D projects has increased considerably. Green Campus Innovations Ltd, a joint venture

providing funds for innovations, supports commercialization of research-based business ideas and long-term investment in innovation activities.

The funding of universities of applied sciences will be further reduced in the coming years. Funding will mainly be determined on the basis of completed degrees and the quality of educational processes, efficiency, employment, and research and development activities. The changing funding basis requires the Finnish universities of applied sciences to both take efficiency measures and to provide increasingly high quality and productive education and R&D processes.

The finances of Saimaa UAS are stable, the education provided is attracting students and they are progressing well in their studies. Also other indicators related to our operations are all at good level. Research and development activities have taken a major step forward but they must be further consolidated in the coming years.

It is my wish that this Social Responsibility Report gives its readers sufficient information on the UAS operations and how we have been able to meet the expectations placed upon us. We welcome any development suggestions, and we will continue, through our activities, to contribute to building vitality and well-being in South Karelia.

Anneli Pirttilä
Rector



The objectives of social responsibility at Saimaa UAS

The aims of Saimaa UAS's social responsibility are based on the values, basic duties and objectives defined in the UAS's strategy. Social responsibility processes are developed in a goal-oriented manner through management, enterprise resource planning (ERP) and quality assurance systems.

FINANCIAL OBJECTIVES

Saimaa UAS performs its social duties in a responsible, effective and profitable manner. Stable finances ensure high quality in operations. In order to maintain financial balance, as many students as possible will graduate in accordance with the degree targets and within standard study time.

The graduates find employment in their field of study primarily in South Karelia. Their work and competence enhance the competitiveness of the region and increase service demand and tax revenue in the area.

The UAS's research, development and innovation activities, extension study services as well as various services offered to private and public organisations develop and reform working life, specifically in South Karelia.

Outside funding contributes to the development of Saimaa UAS and also adds to the resources of various parties within the university's sphere of influence.

ENVIRONMENTAL OBJECTIVES

The students internalise their environmental responsibility in their professions. Information and awareness of sustainable development are enhanced among both the staff and the students. The UAS uses its expertise to contribute to R&D activities aimed to promote sustainable development.

The UAS continuously strives to decrease the environmental load of its operations, such as energy consumption and the generation of emissions and waste.

SOCIAL OBJECTIVES

Saimaa UAS is a high quality and attractive place of study, where the well-being of students matters. The university provides the students with up-to-date professional knowledge and skills, an inspiration to learn more, and support at all stages of their studies. For the staff, Saimaa UAS is a working environment where commitment and competence are appreciated, and where the well-being of the staff is looked after.

Saimaa UAS is a reliable and innovative cooperation partner to various organisations dealing with changes in working life and the operational environment. Our work boosts success in South Karelia.

Administration of Saimaa UAS

LEGISLATION AND REGULATIONS

Key laws and authorities regulating the UAS operations are Polytechnics Act and Decree, Limited Liability Companies Act and Ministry of Education and Culture.

LIMITED COMPANY

The shareholders are the municipalities of Imatra, Lappeenranta, Lemi, Luumäki, Parikkala, Rautjärvi, Ruokolahti, Savitaipale and Taipalsaari together with Lappeenranta University of Technology. The highest decision-making body in the limited company is the general meeting.

BOARD OF DIRECTORS

The Board of the limited company, appointed by the general meeting, exercises the owner's decision-making powers. The duties of the Board are prescribed also in the Polytechnics Act. The Board decides on strategic policies and finances, and monitors their implementation. The Board decides also on the rules of governance, which determine the internal administration at the UAS.

RECTOR/CEO

The Rector of Saimaa UAS acts as the CEO of the limited company. In accordance with the Limited Liability Companies Act and the Polytechnics Act, the Rector/CEO has the general authority. Responsibilities are determined in more detail in the rules of governance.

UAS'S MANAGEMENT TEAM

In addition to the Rector, the UAS's management team includes the vice rectors responsible for education and RDI, the strategic director, and the director of finance and human resources. The management team makes decisions on matters concerning the entire UAS or several profit centres.

Basic information about Saimaa UAS

Saimaa University of Applied Sciences provides education as well as research, development and innovation activities that serve working life and entrepreneurship. It is a workplace for approximately 3,200 students and 300 experts.

The purpose of Saimaa UAS is to offer education and expert workforce primarily for the needs of local enterprises and public organisations in South Karelia. Some of the education provided also serves national educational needs. Over half of the students come from South Karelia, and the majority of graduates also find their place in working life in the region. The research and development activities support the structural changes in the private and public sectors in the Lappeenranta and Imatra region. Creating innovations and promoting growth and internationalisation in the region are a special focus area.

Saimaa UAS operates at the Skinnarila Campus in Lappeenranta and the Linnala Campus in Imatra. The UAS has approximately 24,000 m² of facilities at its disposal, which amounts to 9 m² for each full-time student. The Skinnarila Campus comprises approximately 10,000 m² of UAS-owned facilities and 5,500 m² of facilities leased from the Lappeenranta University of Technology.

DEGREE EDUCATION

Saimaa UAS provides degree education in five fields: Health Care and Social Services, Business Administration, Technology, Tourism and Hospitality, and Fine Arts (degree programme in visual arts). In 2015, the number of students in degree education totalled 3,189.

In 2015, the course offering included 14 Bachelor's degree programmes, three of which were conducted in English. There were 2,928 students aiming for a Bachelor's degree. In addition, there were six programmes leading to a Master's degree, two of which were conducted in English. The number of students on Master's programmes totalled 261.

OPEN UAS

The open university students at Saimaa UAS completed 5,427 ECTS credits of studies in 2015. This corresponds to full-time studies of almost a hundred students. Anyone can enrol on open university courses, regardless of age or background in education. The aim of these studies is usually to develop professional skills. There is a participation fee, and the earned credits can be included in a Bachelor's or Master's degree if the student decides later to enrol as a degree student.

EXTENSION STUDIES

Extension studies are designed for enterprises and other organisations as well as private persons. The purpose is to maintain and develop professional skills. The length of studies varies from single-day events to longer, up to 12-month courses and development programmes. Extension studies are planned so that it is possible to study alongside work.

RESEARCH, DEVELOPMENT AND INNOVATION ACTIVITIES

The purpose of the research, development and innovation (RDI) activities at Saimaa UAS is to serve business life and public organisations in the region. RDI aims to promote innovation-based business, to support the growth and internationalisation of small and medium-sized enterprises, and to participate in the development of customer-orientated social and health care services. The operations are based on the objective of creating new and financially sound solutions for the needs of both private persons and business life. Saimaa UAS pursues a pioneering role and does not forget that customers and users have a key role in the practical development work. The RDI projects diversify teaching and provide students with opportunities to participate in development activities as part of their studies.

Expenditure in RDI activities at Saimaa UAS in 2015 was approximately EUR 2 million (direct costs). There were 41 ongoing projects in collaboration with enterprises and public organisations.

STRATEGIC FOCUS AREAS

The strategic focus areas at Saimaa UAS are based on the strengths of the UAS as well as the needs of stakeholders and the opportunities arising in the operational environment. The focus areas collect the competences of the UAS's fields of education into larger wholes. This enables the emergence of new kinds of multidisciplinary competence especially with regard to RDI activities.

The new strategy for 2016 – 2020 defines the focus areas:

- from innovation to profitable business
- growth and internationalization for small and medium sized enterprises
- customer-orientated health and social services.

Saimaa UAS is profiled as an international higher education institution with special expertise in Russian business, networks, language and culture. The share of activities related to Russia in the total volume of Saimaa UAS's international operations is almost 50%.



Strategic management and quality assurance

Saimaa UAS operations are governed by the owners and the Ministry of Education and Culture. The strategy, operative plan and HR plan define the objectives and development targets with their related goals and measures as well as the strategic indicators, based on the UAS's duties, vision and profile. The Saimaa UAS strategy was revised in 2015, covering the years 2016 – 2020.

The strategic goals are concretised in the objective and profit agreements, which are drawn up in negotiations separately for each degree programme and profit centre. After this, the objectives and measures specified in the agreements are brought to the level of individuals in performance reviews.

Recently, special development targets in quality assurance work have included monitoring of strategic objectives and outcomes, quality assurance in R&D activities, systems related to information management and usability, as well as documentation of quality assurance work. The Finnish Higher Education Evaluation Council (FINHEEC) will audit the Saimaa UAS quality assurance system in 2016. During 2015 – 2016, the degree programmes in mechanical engineering are undergoing an accreditation process, aiming to apply for the international EUR-ACE quality label.



Quality commitment to students

Saimaa University of Applied Sciences is an open and supportive university community. The students and their well-being are emphasized. We teach up-to-date knowledge and skills for professional needs. We create a hunger for learning more and provide the necessary tools and methods. We support the students throughout their study path.

Quality commitment to partners

Saimaa University of Applied Sciences performs its social function in a responsible, effective and profitable manner. We develop new solutions for the future needs of working life and the whole of society. We are an innovative partner, providing support in the changing operational environment in the region. Our work boosts success in South Karelia.

Quality commitment to staff

Saimaa University of Applied Sciences is a work community that values competence and commitment. We encourage brave experiments and a passion for finding something new. We take care of the well-being of our staff and support community spirit.

Stakeholder cooperation

Saimaa University of Applied Sciences aims to support vitality, development of working life and internationalization within its sphere of influence. This requires intense networking with other parties. The values of the UAS – responsibility, openness and professionalism – guide the cooperation with stakeholders.

The most important external stakeholders include employers in the private and public sectors and related organisations, liaison organisations responsible for the development of companies, local government authorities and the Centres for Economic Development, Transport and the Environment as well as other institutions of higher education and UAS graduates or alumni. Internal stakeholders include the owners, staff and students.

Saimaa UAS has signed strategic cooperation agreements with key higher education partners, companies and organisations, in Finland and abroad. The aim of these agreements is to consolidate competence into sufficiently extensive and competitive entities.

The most important university partner of the UAS is Lappeenranta University of Technology, with a shared campus in Skinnarila. In line with the strategic decisions, LUT and Saimaa UAS aim to establish a corporate group, the LUT Group, as of 1 January 2018. Saimaa UAS will become part of this organisation. The new organisation will make the university centre even more attractive and allows deeper integration.

LUT and Saimaa UAS have several on-going joint R&D projects, which utilise the complementing competencies of the two higher education institutions. Library services of Lappeenranta University of Technology and Saimaa UAS have been merged under the Lappeenranta Academic Library maintained by LUT. The technology laboratories are partly in joint use. Saimaa UAS provides language courses for the staff at both universities as well as physical exercise and well-being services for all students and staff.

Saimaa UAS and Karelia University of Applied Sciences cooperate closely in education, RDI activities, services provision and quality assurance. The cooperation is focused on tourism and hospitality education as well as expertise in Russia-related matters, in which fields the two higher education institutions produce a high concentration of competence.

In addition, Saimaa UAS cooperates with the City of Lappeenranta Educational Services. Among other activities, the UAS arranges visits of international UAS students in the language classes of basic education groups at Sammonlahti School.

Feedback from stakeholders is essential when further developing the operations. The UAS has several field-specific advisory boards, which follow developments and changes in their respective fields and make proposals to the UAS to further develop its operations. Employers in the region, UAS staff and students are represented in the advisory boards.

In addition to advisory boards and personal contacts, the UAS receives feedback from its stakeholders through the electronic feedback channel on its website. Another source of information is the feedback from organisations who commission students' thesis projects. Moreover, a stakeholder survey, which is implemented approximately every 1.5 years, provides valuable information to support the development of UAS operations and communications. The next stakeholder survey will be conducted in 2016.

Students are part of the UAS community. They give feedback on study courses via an electronic feedback system and personal feedback in performance review discussions with tutor teachers. Also, each student group appoints a head student who collects and forwards the students' feedback to UAS staff. Representatives of SAIKO, the student union at Saimaa UAS, and the Rector meet regularly during the academic year.

The most important channel for feedback from the staff is direct oral communication with the management and superiors. Working climate surveys are conducted regularly with the staff, as well as other surveys about various UAS operations.

The key channels for stakeholder communications, in addition to personal contacts, include an electronic newsletter and the Saimaa UAS website. Student communications channels include the digital learning platform Moodle, the UAS website and email. The staff communications channels are the intranet, email and information meetings for the staff.



Financial responsibility outcomes

FINANCIAL OBJECTIVES

Saimaa UAS performs its social duties in a responsible, effective and profitable manner. Stable finances ensure high quality operations.

In order to maintain financial balance, as many students as possible graduate in accordance with the degree targets and within standard study time. The graduates find employment in their field of study, primarily in South Karelia. Their work and competence

contribute to the competitiveness of the region and increase service demand and tax revenue.

The UAS's research, development and innovation activities, extension study services as well as various services offered to private and public organisations develop and reform working life, specifically in South Karelia. Outside funding contributes to the development of Saimaa UAS and also adds to the resources of various parties within the university's sphere of influence.

In 2015, changes were made in the VAT obligations of universities of applied sciences, and the Ministry of Education and Culture revised the instructions for financial control practices. Thus the data presented here is not fully comparable with the data from the previous year. All costs from 2015 exclude VAT, whereas some of the figures from previous years include VAT.

Income from the operations of Saimaa University of Applied Sciences was approximately EUR 20.7 million in 2015. The majority of the income (84%) came from the Ministry of Education and Culture as basic funding. The principles of funding provision for universities of applied sciences were reformed as of January 2014. Now the amount of funding is based on operational outcomes. During a change-over period in 2014 – 2016, funds are granted combining the principles of the new system and the old system, which was based on student numbers and completed degrees.

Approximately 16% of the total income was from sources other than basic funding from the Ministry of Education and Culture. This external funding comprised funding for RDI projects, strategic funding from the Ministry of Education and Culture, adult extension studies subject to a fee, services provision as well as rent and payment income. External funding amounted to EUR 3.3 million, of which RDI funding accounted for EUR 1.3 million.

The operational expenses excluding and including depreciation and financing costs amounted to EUR 19.9 million and EUR 21.1 million respectively.

When inspected by cost type, the staff costs accounted for approximately two thirds of the overall costs. This was the same as in the previous years. Salary costs including side costs totalled EUR 14.0 million. Of this, salaries and compensations accounted for EUR 11.2 million, pension contributions EUR 2.3 million and other staff side costs EUR 0.6 million.

In 2015, Saimaa UAS's purchases from goods and service providers, including facility procurement, amounted to approximately EUR 5.5 million.

According to the Polytechnics Act and the Saimaa UAS articles of association, the UAS is a non-profit limited liability company that does not pay dividends. The basic UAS operations are not subject to tax and the share of activities subject to tax is fairly small, so no income tax was paid on the business conducted in 2015.

Universities of applied sciences report on realised costs by functions to the Ministry of Education and Culture. Since annual comparison data is available only in the autumn of each year, the following table presents Saimaa UAS data from the year 2014. The concept of the number of students differs here from other numbers of students used in this report, but the figures in the table are mutually comparable.

The operations of Saimaa UAS contribute to economic well-being in South Karelia. The economic effects in the region are made up of the employment effect the UAS has, the goods and services procured by the UAS, and the indirect effect the students and staff have in the region.

The significant indirect effects of the UAS operations in the region include tax income as well as increased consumption demand. The UAS directly employed 300 persons on average. The UAS cleared withholding tax for salaries and compensations in the amount of EUR 3.2 million in 2015.

Student financial aid paid to UAS students is a direct current transfer to the region, since more than half of the students at the UAS are from South Karelia. Student financial aid is primarily used for consumption in the region. Approximately EUR 6.3 million of student financial aid was granted to Saimaa UAS students in 2015. Of this, approximately EUR 4.2 million was study grants and EUR 2.1 million housing supplement.

As over half of the UAS students find employment in South Karelia, they will continue to contribute to well-being in the region after their graduation.

Environmental responsibility outcomes

ENVIRONMENTAL OBJECTIVES

Students understand their responsibility for the environment in their professions. Information and awareness of sustainable development is increased among both the staff and students. Saimaa UAS uses its expertise to contribute to RDI activities aiming to promote sustainable development and environmental responsibility.

The UAS continuously strives to reduce the environmental load of its operations, such as energy consumption and the generation of emissions and waste.

Education at Saimaa UAS aims to enhance students' environmental awareness and attitudes. Both environmental issues and social responsibility are integrated into studies. In addition, the UAS annually offers separate study courses, both in Finnish and English, dedicated to social responsibility or environmental issues.

The RDI projects conducted by Saimaa UAS promote generation of sustainable development innovations to meet both private and industrial needs. For example, the KOOLER project is developing a novel direct cooling concept for electric motors, which allows a smaller size and longer life cycle of the motor. KOOLER technology enables the design of innovative motor concepts for uses where, at the moment, it is only possible to apply unecological technologies, for instance fossil fuels. Another example is the GLORE project, which aims to integrate the principles of global responsibility, sustainable growth and involvement into international RDI activities. Moreover, through the Green Energy Showroom network, Saimaa UAS provides expertise in matters promoting sustainable development.

In 2015, Saimaa UAS used approximately EUR 5.5 million on the procurement of goods and services. The UAS applies competitive tendering in its procurements in compliance with legislation on public procurement, and the supplier's responsible operation is considered as a prerequisite. In many cases, the invitation to tender already requires tenderers to explain how the recycling of packaging materials and the goods at the end of their life cycle is organised. For example, colour cartridges used at the UAS are recycled and eco-friendly products are favoured in office goods procurement, provided they fulfill the quality and price criteria.

The UAS staff and students annually use a significant amount of printing and copy paper. The average paper consumption was 680 sheets per person. The overall consumption has decreased by 17% since 2012, when the average annual consumption per person was 820 sheets. This decrease was achieved by changing the work processes and making more efficient use of digital tools. Eco-labelled paper that meets environmental criteria throughout its life cycle is used for printing and copying.

The carbon dioxide emissions at Saimaa UAS are mostly generated in energy consumption and the purification of service and wastewater. The consumption of thermal and electric energy has decreased considerably from previous years. Up-to-date energy regulations are observed at the Skinnarila campus. The consumption of water and energy in the UAS premises is monitored regularly.

The overall amount of waste, particularly the amount of recyclable waste, has increased compared to the previous year. This increase was caused by the reorganising, renovating and cleaning of the premises in the Imatra campus as well as making new office arrangements. On the other hand, the amount of mixed waste, as well as biowaste, has somewhat decreased due to more effective sorting processes.

Financial responsibility indicators

	2013	2014	2015
Income from operations (incl. turnover and other business income)	EUR 22.1 million	EUR 21.9 million	EUR 20.7 million
Operational expenses (excl. depreciation and financing costs)	EUR 20.9 million	EUR 20.8 million	EUR 19.9 million
Salaries paid with side expenses	EUR 14.4 million	EUR 14.4 million	EUR 14.0 million
Withholding tax from salaries and compensations	EUR 3.2 million	EUR 3.2 million	EUR 3.2 million
Investments	EUR 1.1 million	EUR 1.1 million	EUR 0.7 million
Real estate costs (excl. depreciation)	EUR 2.8 million	EUR 2.5 million	EUR 2.3 million
Material and service procurement	EUR 4.1 million	EUR 4.3 million	EUR 3.5 million
Direct teaching costs	EUR 9.3 million	EUR 9.1 million	EUR 9.1 million
Total amount of external funding (External funding = funding other than unit price funding from the Ministry of Education and Culture, which amounted to EUR 17.3 million in 2015)	EUR 2.4 million	EUR 2.6 million	EUR 3.3 million
Share of external funding of the overall funding	11%	12%	16%
Income from services provision	EUR 0.5 million	EUR 0.6 million	EUR 0.6 million
Direct RDI activity costs	EUR 1.7 million	EUR 1.9 million	EUR 2.0 million
Share of RDI activity costs of overall costs	8.1%	9.1%	10.1%
Administration costs	EUR 1.1 million	EUR 1.1 million	EUR 1.2 million

Costs by function	Saimaa UAS EUR year 2014	Saimaa UAS EUR / student year 2014	National average EUR / student 2014
Direct teaching costs	9.1 million	3675	3594
RDI costs	1.9 million	364	501
Administration costs	1.1 million	473	475
Property costs	2.5 million	1041	1323

Environmental responsibility indicators

	2013	2014	2015
Premises on 31 December (floor area m ²)	23 687 m ²	23 764 m ²	23 708 m ²
Consumption of electricity, MWh *)	1 756 MWh	1 606 MWh	1 455 MWh
Consumption of thermal energy, MWh *)	2 322 MWh	2 204 MWh	2 007 MWh
Water consumption *)	6 019 m ³	5 335 m ³	5 213 m ³
Mixed waste	36 180 kg	24 340 kg	24 020 kg
Recyclable waste ... of which bio-waste ... of which paper and cardboard waste	48 373 kg 21 493 kg 14 930 kg	64 595 kg 19 528 kg 20 477 kg	79 118 kg 17 688 kg 19 471 kg
Hazardous waste		1 460 kg	3 400 kg
Paper consumption	4 531 reams (or approx. 2.27 million sheets)	4 125 reams (or approx. 2.06 million sheets)	4 395 reams (or approx. 2.22 million sheets)

*) Figures do not include premises leased from LUT (5,535 m²).



Social responsibility outcomes – students

SOCIAL RESPONSIBILITY OBJECTIVES RELATED TO STUDENTS

Saimaa UAS is a high quality and attractive place of study, where the well-being of students matters. The university provides the students with up-to-date professional knowledge and skills, an inspiration to learn more, and support throughout their study path.

ATTRACTIVENESS OF SAIMAA UAS AS A PLACE OF STUDY

Saimaa UAS aims to give sufficient information to the applicants so that they would have a realistic understanding of future studies, employment opportunities and work responsibilities after graduation. The UAS investigates the reasons for the selection of the study place through a survey of students beginning their studies. In the survey, students are also asked to evaluate how Saimaa UAS succeeded in communicating relevant information at the application stage. In the 2015 survey, the students gave Saimaa UAS a good grade for communications: 89% of respondents felt that the information about the UAS given to applicants was sufficient, and 96% felt that the information was accurate.

Attractiveness of UAS studies

The joint application system was revised in 2015, integrating higher education application processes into one system. Saimaa UAS received a total of 3,875 applications to the Finnish-language degree education programmes aimed for young people and commencing in 2015. Of these applicants, 1,078 named Saimaa UAS as their first option. Thus the attractiveness of the Finnish-language education for young people was 2.7 applicants for one study place. In a national comparison between universities of applied sciences, Saimaa UAS was the 13th most attractive out of 24. Health Care and Social Services was the most popular faculty.

Demand for supplementary and extension studies

In 2015, the number of open UAS students was 595, completing a total of 5,427 ECTS credits. The figure was considerably higher than in the previous year (2,892 ECTS credits). The most popular faculty was Health Care and Social Services.

Altogether 41 supplementary study courses were arranged in 2015, of which 14 were staff training programmes commissioned by enterprises or other organisations. The total of participants was 446.

In 2015, Saimaa UAS started the last apprenticeship training programmes. There were altogether five ongoing programmes in 2015, two of which will continue during 2016.

The first education programme designed to prepare immigrants for UAS studies conducted in Finnish ended in March 2015, and a new group started in November. The studies comprise 20 ECTS credits and focus on the Finnish language.

TEACHING AND STUDENT COUNSELLING

The Saimaa UAS strategy and action plan determine the objectives and development measures for education. An education handbook describes the education principles, values and concept of learning as well as the procedures concerning learning environments, curricula and teaching methods, and evaluation of competence.

Development of teaching

Teaching at universities of applied sciences is oriented towards working life. This means that the development of teaching is based on required professional competencies, and experts from various fields in working life participate in the planning. Advisory boards are an important working life cooperation partner in the planning of teaching.

Change requirements related to the degree programme curricula are evaluated annually. Students also play an active role in the development of curricula. The development of teaching utilises feedback systems, which give information about the quality of study courses and the studies in general as well as about the development measures implemented on the basis of the feedback. Furthermore, students are asked to provide overall feedback at the graduation stage and again one year after completing their degree. Saimaa UAS intends to provide the students with solid competencies as well as a desire and preparedness to learn more.

Students' working life connections are strengthened in practical projects and work placement periods as part of the studies. UAS students also participate in research and development projects, which develop their practical competences and allow them to network with the surrounding society. The majority of these are commissioned by enterprises and other organisations.

Students' entrepreneurship competence is developed by various means: studying by working in cooperatives the

students have founded, and participating in innovation projects and annual innovation competitions. Entrepreneurship is taught either as separate study courses or as a topic integrated into practically all curricula. Entrepreneurial skills and entrepreneurship are promoted through pedagogical choices rather than discussing isolated topics related to business operations and entrepreneurship on study courses. In line with the Saimaa UAS strategy, the UAS encourages students to search for and experiment with new ideas.

LUTES ry is an organisation that promotes the development of entrepreneurial skills of students at both Saimaa UAS and Lappeenranta University of Technology. LUTES arranges various events and lectures, helps students to network, and offers peer support to student-entrepreneurs at the startup stage. A number of Saimaa UAS students learn entrepreneurial competencies by working in their own cooperative businesses, where they implement commissions received from private and public organisations. In 2015, the students' cooperatives operated in the fields of marketing and civil engineering.

Motiivi is a learning and practical training environment meant for students of Health Care and Social Services. The majority of students are physiotherapy or health nurse students, or international exchange students. Motiivi offers wellbeing services to businesses, other organisations and private customers as well as to UAS students. The work and functional capacity test laboratory offers various functional capacity testing services, such as physical fitness tests, and posture and muscle balance tests. Also occupational wellbeing services are offered, ranging from workplace events and lectures to health and exercise counselling.

Kulinaari at the Imatra campus provides various meal, restaurant and event services. It is a learning environment for students of hotel and catering services, who arrange different types of events and occasions as well as food theme courses guided by their teachers.

Internationalism

Internationalism is part of everyday life at Saimaa UAS. The aim of international activities is to increase students' capabilities to work in an increasingly international, multicultural operating environment.

All Saimaa UAS students have the opportunity to complete a part of their studies or work placement abroad. The UAS participates in international student exchange programmes, such as Nordplus, Erasmus and FIRST. In addition, the UAS has cooperation agreements with more than a hundred higher education institutions around the world.

Saimaa UAS also has double degree agreements with partner universities. On the basis of these agreements, students can complete both a Finnish and an international higher education qualification within a normal duration of studies.

In 2015, a total of 313 students embarked on student exchange from Saimaa UAS, of whom 239 stayed abroad for longer than three months. The most popular destinations were Russia, Spain, Germany and Great Britain.

For incoming international students, Saimaa UAS offers an opportunity to get an insight into life in Finland. In 2015, the UAS received 155 international exchange students staying here for over three months. Student mobility was most active from Russia, Germany and China. Besides exchange students, there are degree students of foreign nationalities studying on the UAS programmes. In September 2015, 368 degree students were nationals of countries other than Finland, which accounts for 12% of the total number of students and is slightly less than in the previous year.

Multicultural student groups and getting to know students from abroad also support the internationalisation capabilities of those UAS students who do not go on student exchange abroad. In addition, the UAS arranges study courses together with international partners. For instance, the degree programme in social services has cooperated with the Pushkin Leningrad State University affiliate in Vyborg for a few years now, and arranged annually a study course that looks into various phenomena from both the Russian and the Finnish perspectives. In 2015, the theme was "Young people nowadays and in the future". Previous themes have related to the care of the elderly and pre-school education. In 2016, the course will investigate the life of families with young children. The studies comprise assignments, group work, study visits, and classes with visiting lecturers as well as seminars in Lappeenranta and Vyborg. In this way, students are introduced with international perspectives in their professions and train to operate in networks.

A practical example of international activity is the participation of civil engineering students in an international competition in Germany. As project studies, the students built a two-person canoe made from concrete, introducing it in the competition in June 2015. The theme in the competition was developing innovative and ecological techniques for concrete structures.



At Saimaa UAS, a significant part of educational offering in summer is in English. The studies are mostly implemented as intensive periods or online courses, thus suited for international students or students who have a job. One aim is to enable all UAS students to speed up their graduation.

Study counselling

Study counselling supports students at various stages of their studies and helps in problem situations. Students can receive advice and counselling from teacher tutors and other teaching staff, degree programme managers and the student affairs office, for example. Key study counselling measures include performance reviews face-to-face with a teacher tutor and feedback discussions between student groups and degree programme managers. Peer tutoring for first-year students, arranged by the student union SAIKO, and the head student practice provide support for students and help in the practical dissemination of information and development of teaching.

EQUALITY AND NON-DISCRIMINATION IN STUDIES

The promotion of equality is part of social responsibility and the duty of each member of the Saimaa UAS community. The Saimaa UAS's equal opportunity plan ensures that staff and students together engage in promoting equality and non-discrimination. Equal treatment is apparent in all interaction situations and it must be realised in student selection and evaluations as well as classroom situations. The Saimaa UAS's equal opportunity plan also pays attention to possible, usually subconscious, gender discrimination and its avoidance in teaching.

In 2015, nearly 12% of the degree students at Saimaa UAS were from outside Finland. In accordance with the UAS equal opportunity plan and as a part of internationality education, understanding various cultures and their differences is promoted among students, in a way that rests on an ethically sustainable foundation based on the model of equal Nordic societies.

STUDENT SOCIAL SERVICES AND BENEFITS

Health and well-being

The aim of student health services is to maintain and support students' physical, mental and social well-being, and to support the progress of studies and the graduation process. In 2015, student health care services in Lappeenranta were provided by South Karelia Social and Health Care District (Eksote) and in Imatra by the Town of Imatra. Today, Eksote is the service provider in both Lappeenranta and Imatra.

SaLUT offers joint sports and well-being services for the students of Saimaa UAS and Lappeenranta University of Technology at the Skinnarila campus and for the UAS students in Imatra. The aim is to promote and support students' well-being and coping with studies as well as to create community spirit.

Generally, the use of SaLUT services requires that the student acquires a sports or a sports group pass, but there are also activities available to all students at no cost. The pass entitles the student to use gyms, to participate in sport-specific training sessions and various demo classes as well as to book available facilities. In addition, the group sports pass entitles the user to participate in group exercise lessons, which are offered around 15 hours a week. There are also some benefits to students using the sports and exercise services provided by the City of Lappeenranta.

SaLUT supports the sports tutor programme organised by the student union. One aim is to activate all students to exercise. Various sports events, campaigns, counselling in musculoskeletal problems and personal sports and well-being guidance are also available for students.

University chaplain

The Evangelical Lutheran congregation organises activities for students and also offers the services of a university chaplain to support individual students in various problems related to coping with studies and loneliness. The chaplain also participates in activities aimed at promoting community spirit. The UAS campuses have facilities which students of denominations other than the Evangelical Lutheran Church may use for quiet reflection.

Student financial aid

The Finnish government provides student financial aid for higher education studies. This aid comprises a study grant, a housing supplement and a student loan guaranteed by the government. The requirements of eligibility for student financial aid are full-time studies, adequate progress in studies and the need for financial support. The student financial aid committee operating in Saimaa UAS monitors the progress and the full-time nature of the studies. In 2015, student financial aid was granted to 1,943 students.

The UAS students are entitled to receive Kela's (Social Insurance Institution of Finland) meal subsidy from the student cafeteria prices. Kampusravintolat Oy, established in 2015 and owned jointly by Saimaa UAS and Lappeenranta University of Technology, provides meal services for both staff and students in Imatra and Lappeenranta. At the Skinnarila campus there are also two other student cafeterias operated by an outside service provider.

EMPLOYMENT OF GRADUATES AND THE PROMOTION OF EMPLOYMENT

Supporting the employment of graduates and keeping up-to-date with developments in the labour market are part of the UAS's regional impact activity and responsible operations. It is important for students to find work that corresponds to their qualifications after graduation. Moreover, it is important for employers that the educational contents and the number of graduates correspond to working life needs. The ease with which graduates find work is a good indicator of the quality of education and how the working life needs are met.

Saimaa UAS promotes the employment of students by enabling the creation of working life connections already during the studies. Projects, work placement and theses implemented in cooperation with public and private organisations are used as teaching methods. The UAS's research and development projects are mainly implemented together with working-life partners, and students have the opportunity to participate in these as a part of their studies. Commissions from private and public organisations account for approximately 70% of theses.

The employment of students is promoted by the UAS's career and recruitment service activities. Faculty-specific contact persons for work placement and the student union SAIKO disseminate information among students about open job placements and summer job opportunities. For several years, Lappeenranta University of Technology and Saimaa UAS have collaborated in organising an annual recruitment event, which provides students and employers with networking opportunities. A recruitment event for enterprises and students in the hotel and restaurant business is organised in Imatra.

Saimaa UAS systematically monitors the placement of graduates in the labour market. Statistics Finland's placement statistics and the Employment and Economic Development Office's (TE centre) statistics on the employment situation provide information about students' employment. According to the latest Statistics Finland data, the rate of employment was 87%.

Saimaa UAS sends a survey inquiry to all graduates to find out about their placement in the labour market one year after graduation. The survey collects also qualitative data about employment and graduates' ideas considering the further development of education programmes. In 2015, the inquiry was sent to the students who had graduated during 2014. The number of respondents was 168 (33.7%), of whom 87.1% had found work one year after graduation.

THE STUDENT UNION OF SAIMAA UAS (SAIKO)

The Student Union of Saimaa University of Applied Sciences (SAIKO) is a student union provided for in the Polytechnics Act. The student union represents the students and acts as a link between students and Saimaa UAS. SAIKO safeguards the interests of students and provides various services for them.

Approximately 45% of degree students at Saimaa UAS have joined the student union. The highest power of authority in the student union rests with the representative council, which is elected among the student union members. The executive board manages SAIKO's daily activities and is comprised of a chair and 4 - 8 board members. The student union employs two persons: the executive manager and the member services secretary.

In spring 2015, SAIKO participated in a parliamentary elections campaign, The Promise for Education (Koulutuslupaus) arranged by the national student movement, where the candidates were challenged to make concrete promises on investing in education and the future.

During 2015, student union activities were revived in Imatra, with the Imatra section in charge of arranging various activities and services for students. Every year the student union appoints and trains student tutors, and organises the tutor activities targeted to first-year and international students. In addition, the student union coordinates the roles of the head students appointed for the second and third year student groups.

The student union represents students in the UAS board, the student financial aid committee and advisory boards as well as various bodies of the Lappeenranta Student Housing Foundation (LOAS).



Social responsibility indicators - students

	2013	2014	2015
Primary applicants for one study place (young people) <i>(spring and autumn joint application, education in Finnish)</i>	4.8 applicants	3.8 applicants	2.7 applicants
Overall number of students on 20 Sept.	3120	3088	3189
UAS Bachelor's degree students	2897	2858	2928
UAS Master's degree students	223	230	261
Number of FTE students (full-time students)	2489	2517	2674
Min. 55 ECTS credits completed			
number of students	1 046	1 078	1 200
share of students	53,2 %	55,6 %	57,9 %
Dropout rate, or the percentage of students dropping out of their studies permanently, of the overall number of students in education leading to a UAS degree			
young people (%)	8,0 %	8,8 %	7,1 %
adults (%)	10,4 %	15,4 %	8,9 %
Completed degrees (financed by the Ministry of Education and Culture)	624 degrees	500 degrees	694 degrees
UAS Bachelor's degrees	573	466	632
UAS Master's degrees	51	35	62
Graduation time, young people's education	3.8 years	3.8 years	3.8 years

Social responsibility outcomes – staff

SOCIAL RESPONSIBILITY OBJECTIVES FOR STAFF

For the staff, Saimaa University of Applied Sciences is a working environment where commitment and competence are appreciated and the well-being of the staff is looked after.

The Saimaa UAS strategy and the HR and training plans determine the strategic objectives related to staff as well as the measures to attain them. The attainment of the objectives and the development and well-being of the staff are supported by individual performance reviews.

STAFF NUMBERS AND STRUCTURE

In 2015, Saimaa University of Applied Sciences employed 297 persons on average, which was the same as in the previous year. The average number is higher when taking into account the teaching assistants, for example. Students from various faculties are hired on part-time contracts to assist in tasks, to lighten the work burden of the teachers, and to enable the students to deepen their professional competence in their own field.

There will be a considerable reduction in the Saimaa UAS funding in 2016. Therefore, the UAS conducted cooperation procedure negotiations in 2015, resulting in a decrease of nearly 20 person years in the near future. On 31 December 2015, Saimaa UAS had 218 full-time employees. Of them, 145 (66.5%) were women and 73 (33.5%) men. Of full-time staff, 138 were teachers and 80 other staff.

DEVELOPMENT OF WELL-BEING AND PARTICIPATION

Staff's well-being and the implementation of the HR strategy are assessed through a work climate and well-being survey conducted about every 1.5 years. Every three years, a more extensive survey, also including the equality situation, is conducted. The results show that the work climate at the UAS, work of superiors, equality, and opportunities to find a balance between work and private life are on a good level. The next survey will be conducted in 2016.

Well-being at work

"Joy in Life" (Iloa elämään) activities are at the heart of Saimaa UAS's activities aimed to promote well-being. They provide the staff with opportunities for physical exercise at various group exercise lessons, gym and team sports, for example. Joy in Life arranges also diverse club activities such as literature, culture, music and knitting. Also individual well-being counselling is offered to the staff.

Every year, various campaigns aimed to activate the staff to take care of their own well-being are implemented under

the banner of "Joy in Life". In 2015, a campaign named "Feel Good" (Hyvä olo) was organised. The participants could choose such activities that they felt would best support their well-being and coping.

The number of absences due to illness is an indicator of the staff's well-being at work. In 2015, there were 1,331 days of absence due to illness, which was more than in the previous year. The number of absences due to illness was 6.1 days/full-time employee. Compared to the results from the Kunta10 survey conducted by the Finnish Institute of Occupational Health, the figure can still be considered very low.

Following the UAS's early caring model, managers and other superiors monitor employee-specific absences due to illness in order to detect hidden problems or illnesses and, when needed, they refer the employee to occupational healthcare services. The occupational healthcare services for the UAS were provided by Mehiläinen Oy in 2015.

Equality

According to the Saimaa UAS's equal opportunity plan, the promotion of equality is the responsibility of everyone working or studying at Saimaa UAS. Equal and non-discriminating treatment must be evident in all interaction and it must be realised in human resources management, recruitment, work conditions, salaries and career advancement. The UAS management, superiors and labour protection organisation monitor the realisation of equality.

Cooperation

Saimaa UAS's representational cooperation bodies are the cooperation procedure committee and its labour protection sub-committee. Direct cooperation between the staff and the managers and other superiors takes place as a part of daily work and management. Cooperation is further supported by meetings between the management, shop stewards and occupational safety representatives as well as staff meetings at profit centres. The UAS board includes one staff representative, who is elected by and among full-time staff.

Occupational health and safety

The aim of labour protection and the monitoring of work conditions is early recognition of and intervention in problems related to working capacity. Saimaa UAS employs an early caring model, which gives managers and other supervisors as well as employees advice on how to detect and intervene with possible problems at an early stage.

The labour protection sub-committee, which is part of the cooperation procedure committee, functions as the occupational health and safety committee at Saimaa UAS. The campuses have their appointed occupational safety representatives. The labour protection sub-committee promotes and monitors the realisation of well-being in accordance with the labour protection action programme and the occupational healthcare plan. The sub-committee studies all incidents and dangerous situations and, if needed, agrees on further measures to be taken. Moreover, the sub-committee carries out workplace visits and risk assessments at various work areas, organises labour protection training and campaigns, and develops staff orientation practices. In 2015, special attention was paid to zero tolerance with inappropriate conduct at workplace.

COMPETENCE DEVELOPMENT

Educational background

In 2015, 94% of all full-time teachers at Saimaa UAS fulfilled the qualification requirements. These requirements are fulfilled when the teacher has a second cycle higher education degree and, concerning teachers of profession-specific subjects, also three years of practical work experience in their professional field. In addition, Saimaa UAS teachers must complete 60 ECTS credits of pedagogical studies within three years of the beginning of their employment. Twenty-two teachers (16% of full-time teachers) had a licentiate or doctoral degree.

Staff development

The operations of Saimaa UAS are based on the expertise and competence of its staff. The UAS encourages the employees to develop their competence, to look for and experiment with new ideas. Further studies are supported by granting study leave and linking further studies with RDI projects, whenever possible. Overall, research and development activities provide UAS staff with an excellent opportunity to develop their expertise in their own professional field.

Saimaa UAS profiles itself as an international institution of higher education and, consequently, pursues to maintain and enhance the staff's ability to function in international contexts. In 2015, the UAS offered language training for its staff in English, Russian and German, consisting of approximately 290 lesson hours and attracting 89 participants. Teachers involved in English degree programmes usually have the highest level English qualification from the National Certificate of Language Proficiency.

Investment in international competence has resulted in active international staff exchange at Saimaa UAS. In 2015, incoming and outgoing international staff exchanges totalled 292. The activities are focused on Europe. As in the previous year, the most popular exchange destination in 2015 was Russia, which was selected by 57 of the outgoing staff members. Russia was also the origin of the majority of exchange teachers, in all 64 in 2015. Other popular countries were Germany and the UK.

INTERNAL COMMUNICATIONS

The main channels of internal communication at the UAS include the digital learning platform Moodle and the intranet which is available for staff and students. E-mail is a further communication channel. In addition, information meetings on topical issues are regularly organised for the whole UAS staff. Staff and team meetings are held at all units.

Social responsibility outcomes – working life

SOCIAL RESPONSIBILITY OBJECTIVES FOR WORKING LIFE

Saimaa UAS is a reliable and innovative partner, providing support in the changing world of work and operational environment in the region. Our work boosts success in South Karelia.

The purpose of Saimaa University of Applied Sciences is to serve, first and foremost, its home region, South Karelia, through education and RDI activities. With regard to education, the aim is to ensure that it corresponds both quantitatively and qualitatively as well as possible to the needs of employers. The aim of the research, development and innovation activities is to provide new solutions for enterprises and public organisations in the region. Saimaa UAS is involved in developing new or improved products, methods and services, aiming to promote expansion of business activities and vitality in the region.

Client feedback on RDI projects is collected. In addition, every finished project is evaluated, assessing the outcomes and cooperation between the stakeholders. In 2015, project evaluation and feedback procedures were further developed to increase effectivity and coverage.

The number of ongoing RDI projects at the UAS in 2015 was 41. The outcomes from these projects can be utilized both in the region and nationwide. Almost half of the Saimaa UAS teaching staff participated in the research and development activities. An increasing share of all UAS projects are TEKES funded development projects, where enterprises are intensively involved in the planning and implementation of objectives and activities. Enterprises also provide project funding. Examples of RDI projects where Saimaa UAS participates:

- TYYPPI project develops tools that facilitate the daily activities of users of services in Finland. The objective of this TEKES funded project is to create well-being service solutions that support a more independent and responsible role of customers.
- LUOTSIE is a project where the main objective is to create and test an operational model intended to promote a shared culture of experimentation between creative sector entrepreneurs, students, and client businesses and organisations. The aim of the project is to activate and engage new entrepreneurs in the creative sector and, as an outcome, contribute to the emergence of new business.

- The Agency for Cultural Well-being (Hyvinvoinnin välitystoimisto) project aims to build a national competence and innovation network between artists, producers, and social and health care service providers. The network offers training and support for the community arts sector, and helps supply meet demand.

- OCCSET project aims to create an innovation platform for promoting productization of occupational health services targeted to export markets. The intended users of the platform are Finnish occupational health service providers planning to enter the Russian market.

Saimaa UAS participates in the development of business activities in South Karelia. Following the strategic decisions, the UAS supports the creation of spin-off business through Green Campus Innovations Ltd. Since autumn 2015, Saimaa UAS has been a shareholder in this company together with Lappeenranta University of Technology, Society for Viipuri School of Economics, and Research Foundation of Lappeenranta University of Technology. Green Campus Innovations supports new business enterprises that utilize the outcomes of RDI projects at LUT or Saimaa UAS.

Connections to enterprises and public organisations in the region are a necessity for Saimaa UAS. Advisory boards are a particularly important form of long-term cooperation. The UAS has six advisory boards, the 80 members of which are of key importance providing expertise and support for the UAS in the development of the operations.

Participation in RDI projects, work placements, project assignments and thesis projects enhance students' practical competence and working life connections. In 2015, students completed 13,334 ECTS credits in research and development projects. Converted into person years, this is equivalent of approximately 200 person years of work performed by students.

Saimaa UAS participates in the operation of LUMA Centre Finland, which supports and promotes teaching, learning and engagement of school children in science, mathematics and technology. The objective is to prepare inspired and competent persons for future work in the fields of technology and science.



The publications written by the staff are a part of social responsibility at Saimaa UAS, presenting new ideas and knowledge. For example, the UAS staff members publish specialist and scientific articles in professional journals and compilations of articles. Teachers of fine arts actively arrange exhibitions.

The UAS aims to inform of topical events in an open and engaging manner. The key channels of communication to stakeholders include an electronic newsletter and the UAS

website. Visibility and news related to the UAS are monitored regularly in the media. In 2015, 267 news items or other instances of publishing information about Saimaa UAS were registered. The corresponding figure in 2014 was 210.

Feedback to Saimaa UAS can be communicated in connection with personal contacts. Also, the Saimaa UAS website features an open feedback channel (Give feedback), through which anyone can express their views to the UAS.

Social responsibility reporting at Saimaa UAS

Social responsibility at Saimaa University of Applied Sciences comprises financial responsibility, environmental responsibility, and social responsibility to students, staff and working life. Reporting is based on the strategy, objectives, operations management and quality assurance at the UAS. The majority of the key figures presented in the social responsibility report are the same figures that are monitored at the UAS on a regular basis. The information is based on data and calculations generally approved and used at universities of applied sciences, including the calculation principles of the Ministry of Education and Culture, financial statement and annual report data, and official statistics. By these means, the UAS intends to guarantee the

reliability of data. Some of the key figures are linked with more than one area of social responsibility. In this report, such figures are presented under the section that they are most closely linked with.

The aim of the report is to provide stakeholders with an overall view of the duties, operations and results achieved at Saimaa UAS. We hope that this report meets these requirements and we welcome any suggestions for improvements.

Social responsibility outcomes – staff

	2013	2014	2015
The average number of employment relationships	289	297	297
Employment relationships on 31 December			
Full-time	227	232	218
share of all employment relationships	71 %	70 %	69 %
Part-time	95	100	98
share of all employment relationships	30 %	30 %	31 %
Permanent employment relationships	202	204	195
share of full-time staff	89 %	88 %	89 %
Fixed term employment relationships	25	28	23
share of full-time staff	11 %	12 %	11 %
Average age of permanent staff	45.8 years	48.7 years	48.6 years
Average retirement age			
teachers	64,5 years	64,0 years	65,3 years
other staff	63,0 years	63,8 years	63,5 years
Number of staff on part-time pension			
teachers	5	7	4
other staff	2	2	1
Staff training costs	EUR 450 000	EUR 470 000	EUR 420 000
Share of staff training of operational costs	2,2 %	2,3 %	2,1 %
Staff training working days	1096	1170	1140
Staff training working days/full-time employee	4,8	5,0	4,8
Accidents within the sphere of statutory workers' compensation insurance (accidents at work and while commuting)	6 22 days	6 0 days	6 23 days
Absences due to illness	931 days 4.1 days/ full-time employee	1,046 days 4.5 days/ full-time employee	1,331 days 6.1 days/ full-time employee

Social responsibility outcomes – working life

	2013	2014	2015
ECTS credits acquired by students in RDI projects	16,555 ECTS credits	11,720 ECTS credits	13,334 ECTS credits
Työelämän kanssa yhteistyössä tehdyt hankkeistetut opinnäytetyöt	470 theses	387 theses	490 theses
Avoimessa ammattikorkeakoulussa suoritettut opintopisteet	1,604 ECTS credits	2,892 ECTS credits	5,427 ECTS credits
TEKES:n rahoitus tutkimus- ja kehityshankkeisiin	270,000 euros	550,000 euros	700,000 euros

