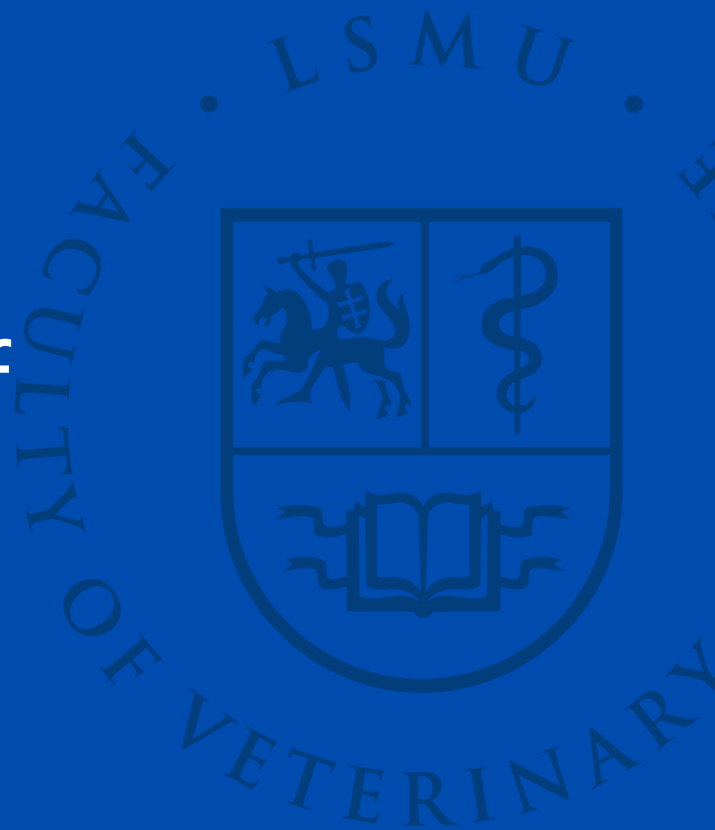




LITHUANIAN UNIVERSITY OF HEALTH SCIENCES  
FACULTY OF VETERINARY  
MEDICINE

# Guidelines for the Strategic Development of Faculty of Veterinary Medicine 2022–2026





## MISSION

High-quality, innovative and nationally and internationally recognised veterinary and food studies, research and animal health care.

## VISION

Creating a healthy and sustainable environment for animals and people, and building meaningful relationships with all stakeholders.

In pursuit of our vision and mission, we are guided by the Faculty's personal and community values of intellectual integrity, professionalism, innovation, commitment, accountability and striving for excellence.



# AIMS OF THE FACULTY OF VETERINARY MEDICINE

- To carry out high-level fundamental and applied research and develop science-based technologies.
- To prepare successful graduates ready for global challenges by creating a sustainable and attractive study and working environment with lecturers who create new value.
- To apply the focused potential of the Faculty of Veterinary Medicine and animal clinics to enhance human and animal health and care
- To ensure the sustainability and long-term development of the Faculty of Veterinary Medicine through the development of its infrastructure and the strengthening of its human resources potential.

# 1. Strategic direction

## A SCIENCE-BASED HEALTHCARE SYSTEM AND SUSTAINABLE TECHNOLOGIES



### Strategic objective

Carry out high-level fundamental and applied research and develop science-based technologies.

### Indicator of the impact

Increase in the average number of citations of articles in Web of Science database publications 20% for the period 2022-2026 compared to the period 2017-2021.

### Tasks:

1. Strengthen human resources and competencies to develop high-quality science and science-based technologies through talent identification and development, creating conditions enabling research activities and academic careers.
2. To create a high level of scientific knowledge, to promote and develop the highest level of research and innovation that increases the competitiveness of the faculty.
3. Improve the coordination of science and innovation.



## 2. Strategic direction

### COMPETITIVE GRADUATES AND ACADEMIC EXCELLENCE

#### Strategic objective

To prepare successful graduates ready for global challenges by creating a sustainable and attractive study and working environment with lecturers who create new value.

#### Tasks:

1. To ensure the attraction of talented and motivated students and lecturers and their full well-being while studying and working at the Faculty.
2. To create a new quality and value of studies.
3. To develop the concept of a virtual and open university.
4. To increase the efficiency of the study process administration.

#### Indicators of the impact

1. Employability of graduates in Lithuania 12 months post-graduation according to the acquired specialty or qualification.
2. Stable or improving positive opinion of graduates about the knowledge, skills and abilities acquired at the Faculty.
3. Stable or improving positive opinion of employers on graduates' readiness for work.



# 3. Strategic direction

## A HEALTHY PERSON AND A HEALTHY ANIMAL

### Strategic objective

To purposefully use the concentrated potential of the Faculty of Veterinary Medicine and Animal Clinics to strengthen human and animal health and healthcare.

### Tasks:

1. To strengthen the health of Faculty staff and students.
2. To develop a responsible attitude towards animals and their role in society.
3. Participate in the implementation of science-based guidelines for animal health, welfare and the green course.
4. Promote leadership in specialised animal health.

### Indicators of the impact

1. Increasing (by 5% annually) the number of Lithuanian veterinarians improving their qualifications at trainings organized by FVM.
2. Steady or increasing number of expert services and consultations provided in line with the guidelines for the science-based knowledge of animal health, welfare and green course.



# 4. Strategic direction

## A SUSTAINABLE FACULTY

### Strategic objective

To ensure the sustainability and long-term development of the Faculty of Veterinary Medicine through the development of its infrastructure and the strengthening of its human resources potential.

### Tasks:

1. Creating a system for the development of employees' competencies, which enables them to acquire and effectively apply the knowledge and skills required in their activities.
2. Updating the procedures of salary, qualification and certification requirements, motivation system in order to retain the existing and attract new employees of the highest competence.
3. Mobilising the Faculty community by strengthening mutual relations between the community members.
4. Initiating the establishment of strategic partnerships for the Faculty and their development.
5. Contributing to the sustainable development of the educational and cultural system.
6. Continuing to develop physical infrastructure that meets modern requirements, applying environmentally friendly solutions.
7. Participate in preparing and beginning the implementation of promising strategic developments, important and other routine projects after securing funding.
8. Continuing to develop the IT infrastructure that meets modern requirements which is required for studies, science and practice.
9. Ensuring the economic (financial) sustainability of the Faculty.
10. Increasing the efficiency of management and operational processes.
11. Implementing the use of modern marketing and communication tools to increase the Faculty's recognition and to form an image in Lithuania and around the world.

### Indicators of the impact

1. Increasing employee satisfaction.
2. The existing and new infrastructure guaranteeing the activities of the Faculty was renewed.

