

Norwegian  
University of  
Life Sciences

# Strategic action plan 2023-2026

## The Faculty of Veterinary Medicine





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# Strategic action plan

## The Faculty of Veterinary Medicine

### 2023-2026

The Faculty of Veterinary Medicine will educate veterinarians and veterinary nurses and carry out research and continuing education. We have professional responsibility for animal health and welfare, food safety and related disciplines. This also includes a special responsibility for the areas of fish health and fish welfare within aquaculture. Quality, trust, and a sustainability perspective are fundamental and guiding for all our activity.

The Faculty of Veterinary Medicine's main task is to educate veterinarians and veterinary nurses with the knowledge and skills society needs. This means that after graduation, they can enter positions in all important veterinary fields and have the ability to acquire new knowledge, and further develop and adapt to solve future tasks. As the only veterinary medical education institution in Norway, we are responsible for the veterinary profession and its development. This also means that we have a responsibility to spread our knowledge to society, and that our staff participate in social debate.

The Faculty of Veterinary Medicine offers post-graduate and further education related to animal health, animal welfare, food safety, veterinary public health and aquaculture.

The Faculty of Veterinary Medicine shall contribute with high-quality independent research within the entire field of veterinary medicine. Today's health challenges for humans and animals are largely the result of a great pressure on the earth's resources and a lack of sustainable solutions. To solve the challenges, different sectors, subject areas, and social actors must work interdisciplinary. We must understand the connections between animal health, human health and the environment and we must contribute to developing the area «One health». This includes specialist knowledge of animal health



and welfare and of the food production chains from primary production to the consumer.

Our clinical, diagnostic, and experimental activity will support our teaching and research. We run modern animal hospitals and practice-oriented operations in the field, where we teach students clinical skills while contributing to the knowledge development society needs. Laboratory operations and a modern infrastructure are a prerequisite for our research and must support teaching. The Faculty of Veterinary Medicine also has modern facilities for animal experiments, and the competence to carry out research and research-based teaching in connection with these.

Based on The Norwegian University of Life Sciences strategy and the social mission of The Faculty of Veterinary Medicine, we will focus towards 2026 on:



## Lifelong learning

The Faculty of Veterinary Medicine is responsible for the only veterinary education in Norway, a professional course of five and a half years. We also train veterinary nurses in a three-year bachelor's degree.

### Strategic goals within basic education:

- Educate veterinarians and veterinary nurses who have good basic competence in all important professional areas, a broad professional foundation for further development and specialization as well as the ability to put their professional knowledge into a wider societal perspective, both nationally and internationally.
- Maintain good quality in education and thus also international accreditation of the veterinary and veterinary nurse studies.
- Teach the students to learn, seek and acquire new knowledge and to be curious and critical of sources so that they can contribute the expertise society demands throughout their professional career.
- Include a sustainability perspective in relevant subjects in veterinary nurse and veterinary education so that graduates can contribute to

future-oriented solutions.

- Stimulate academic and pedagogical skills development for all staff and adopt teaching methods that promote student active learning at all levels of education.
- Increase contact with private and public actors so that our educations are relevant, and graduates are well prepared for working life.

### Strategic goals within continuing education:

- To ensure that new knowledge within our professional fields benefits society, we must have a good dialogue with public and private actors who demand our expertise. We will actively obtain information about society's needs for continuing education within our specialist areas.
- To make the best possible use of our resources, we shall use synergies between our ordinary study programs and further and continuing education.



## Joint research efforts

The Faculty of Veterinary Medicine is responsible for conducting research within our core areas of animal health, animal welfare, food safety, veterinary public health, comparative medicine and aquaculture. This also includes basic research related to our professional fields.

### Strategic goals:

- Work to achieve high quality in research so that we contribute to the development of knowledge within our core areas.
- Include the sustainability perspective in our research to fulfill The Faculty of Veterinary Medicine's social mission.
- Stimulate research collaboration internally at The Faculty of Veterinary Medicine and nmbu to achieve interdisciplinarity and create a common culture.
- Stimulate national and international collaboration and participation in initiatives that raise the quality of our research and provide opportunities for participation in larger projects.
- Ensure the most efficient operation of scientific equipment and research laboratories and develop competence related to this so that

we are future-oriented and can compete for research funds.

- Ensure a high quality of research training by providing good academic and administrative follow-up throughout the course of education.
- Work to ensure that, through our research activity, we build up expertise in key areas of veterinary medicine to ensure future recruitment to academic positions.
- Maintain good cooperation with regulatory authorities and industry actors to ensure relevance and socially beneficial applied research.
- Emphasize dissemination of our research results and our knowledge so that we become the most important knowledge provider within our core areas.



## Innovation and creativity

Veterinary medicine is founded on solid professional traditions, while at the same time we must contribute to finding good solutions for the future.

### Strategic goals:

- Teaching should contribute to the students being curious and seeking new knowledge, so that they see new connections and contribute to the development of the veterinary profession.
- Through interdisciplinary collaboration, The Faculty of Veterinary Medicine shall be drivers of innovation that will improve animal health and animal welfare.
- The Faculty of Veterinary Medicine will encourage our staff to contribute to innovation and facilitate for external businesses to use the results from our research for innovation, so that our research benefits society.

## Our nmbu

As a knowledge institution, The Faculty of Veterinary Medicine values the knowledge of its staff. The staff must be professionally strong and continuously develop their skills in line with new knowledge, changes in the university sector and the society around us.

### Strategic goals:

- Staff and students at The Faculty of Veterinary Medicine contribute to the community at The Norwegian University of Life Sciences through professional collaboration and participation in joint events.
- The Faculty of Veterinary Medicine must have an open culture where staff and students have respect for each other's opinions, expertise, and professional fields, and where there is room for professional discussions.
- The Faculty of Veterinary Medicine facilitates competence development and a good role understanding for all staff so that the individual experiences professional growth and has the best prerequisites to be able to carry out their work tasks.
- The Faculty of Veterinary Medicine will work to retain and recruit staff with the right skills.
- The Faculty administration must offer predictable and good administrative support to staff so that the faculty can fulfill its social mission.
- The Faculty administration must facilitate a good learning environment and participation in quality assurance work, and provide good service, advice, and guidance to the students.
- All staff must make use of the possibilities inherent in digital systems so that we work in the most appropriate way possible.
- The faculty must have the most sustainable operation possible. This also means that our activity must be in proportion to income.



### Additional priorities:

## Clinical operations and laboratory diagnostics

At The Faculty of Veterinary Medicine, we have hospitals and clinics for small animals, horses and production animals, and field operations for land animals and fish. As an extension of our clinical activities, diagnostics are carried out. These activities are a prerequisite for us to be able to carry out good teaching and research.

### Strategic goals:

- The Faculty of Veterinary Medicine must run high-quality hospitals and clinics and field teaching that ensures the education of veterinarians and veterinary nurses with the right skills.
- The clinical activities must contribute to us developing and maintaining specialized clinical competence among our staff so that we can contribute to knowledge development and preparedness. These activities must also lay the foundation for further and continuing education.
- The Faculty of Veterinary Medicine will carry out clinical research in connection with the hospitals and clinics and field activities, and efforts will be made to provide better opportunities for external funding of research on companion animals.



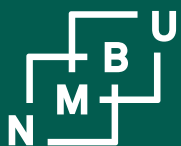
- Pathological diagnostics and laboratory diagnostics must be of high quality and further developed to ensure that students acquire basic knowledge and skills as well as interpretation and ordering competence in pathology, clinical pathology, and microbiological diagnostics.

### Follow-up of the action plan:

The strategic action plan is followed up with concrete measures and relevant measurement parameters.

The Dean reports on progress in specific measures at tertiary reviews and fulfillment of measurement parameters at annual reviews.

In connection with the reporting, the board of The Faculty of Veterinary Medicine will review measures and assess the need for changes.



Faculty of  
Veterinary Medicine

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Faculty of Veterinary Medicine 23.06.2023.  
PHOTO: Håkon Sparre, Trond Isaksen,  
Kristine Welde Tranås og Camilla Wiik Gjerdrum