



T.R.
AYDIN ADNAN MENDERES UNIVERSITY



2021 - 20**23**

FACULTY OF VETERINARY MEDICINE
STRATEGIC PLAN

"It is not enough for a passenger walking on his path to see only the horizon.
He must see and know beyond the horizon. "

Mustafa Kemal ATATÜRK



INTRODUCTION

Universities are institutions that carry out education, research and community service tasks in order to meet the rapidly increasing information quest of the information society. Our faculty, which carries out its activities within Aydın Adnan Menderes University, has to determine its priorities carefully due to the increasing demand for its services and limited resources. This situation forced us to create a document that will be carried out with the participation of our academic and administrative units and our students, which will keep our Faculty under a certain discipline. Our faculty's efforts to improve the quality of education, research and social contribution activities and to eliminate the deficiencies in the most effective way continue in order to fulfill all their duties in accordance with the era. For this purpose, it is necessary to determine the current situation and to prepare a rational strategic plan for the future and to carry out its operation within the framework of this plan. Our faculty, which has this culture, first prepared its own strategic plan in 2007. Our faculty, which operated according to the general strategic plans of the University in the following years, did not complete the implementation of a strategic plan, especially for its own operation, although it carried out various studies during this period. In recent years, it has become an important need to prepare a new strategic plan in our Faculty in order to manage the future in the most accurate and effective way in the light of the standards of national and international accreditation and quality institutions such as YÖKAK, VEDEK and EAEVE and rapidly changing internal and external dynamics. This strategic plan, which includes the organizational structure of our faculty, SWOT and other situation analyzes, future goals and objectives, was prepared with the participation of the relevant committees and management staff and presented to the views of our stakeholders and it has been decided to be put into practice as of 2021.

We see this planning as a tool that we need to prepare the manpower needed by the modern society in line with the universal education and training principles, as well as to carry out research and social contribution activities in line with the requirements of the age, and for our Faculty to be at the forefront in the international arena. This strategic plan, which we try to prepare as clear, simple, consistent and sustainable as possible, should constitute a reference point for works we will do and accountability; resource utilization, decisions to be taken and our human resources policies should be in line with our strategic plan. The fact that our faculty management staff and all our stakeholders follow this strategic plan and update processes depending on changing conditions will make us a much stronger institution.

Regards.

Prof. Dr. Cavit KUM
Dean



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A. SITUATION ANALYSIS

1. INSTITUTION INFORMATION

Institution Name : Faculty of Veterinary Medicine

Registered Institution : Aydın Adnan Menderes University Rectorate

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2. HISTORY

Aydın Adnan Menderes University Faculty of Veterinary Medicine was first established in 1987 as affiliated to Dokuz Eylül University, and with a change made in 1992, it was existed within the structure of Adnan Menderes University. Prof. Dr. Necdet Güzel has been appointed as founding dean of the faculty. Our faculty has actually started education as of 07.09.1993. In the first two years since 1993, our students started education in Ankara University Faculty of Veterinary Medicine within the framework of a protocol signed and graduated from there. Education activities in Aydın first started in 1995-1996 academic year in the temporary building of Aydın Provincial Directorate of Agriculture. The Animal Hospital, which was established for Research, Application and Education under the Faculty of Veterinary Medicine, was put into service on 04.10.1999, and all units of the Faculty of Veterinary Medicine and Adnan Menderes University moved to the campus located within the borders of the Aydın province, Merkez-Efeler district, Işıklı quarter. Prof. Dr. Necdet GÜZEL who started as the Dean of the Faculty as the Founding Dean, continued until 2002.

Prof. Dr. Hasan EREN, between 2003-2007; Prof. Dr. Ahmet Gökhan ÖNOL, between 2007-2011; Prof. Dr. Hasan EREN, between 2011-2014; Prof. Dr. Ergün Ömer GÖKSOY, between 2014-2019, has conducted this position. Prof. Dr. Cavit KUM is still the Dean.

Our faculty continued to work as the only faculty of Aydın Adnan Menderes University to have TS EN ISO 9001 Quality Management System Certificate obtained from TSE between 2009-2013.

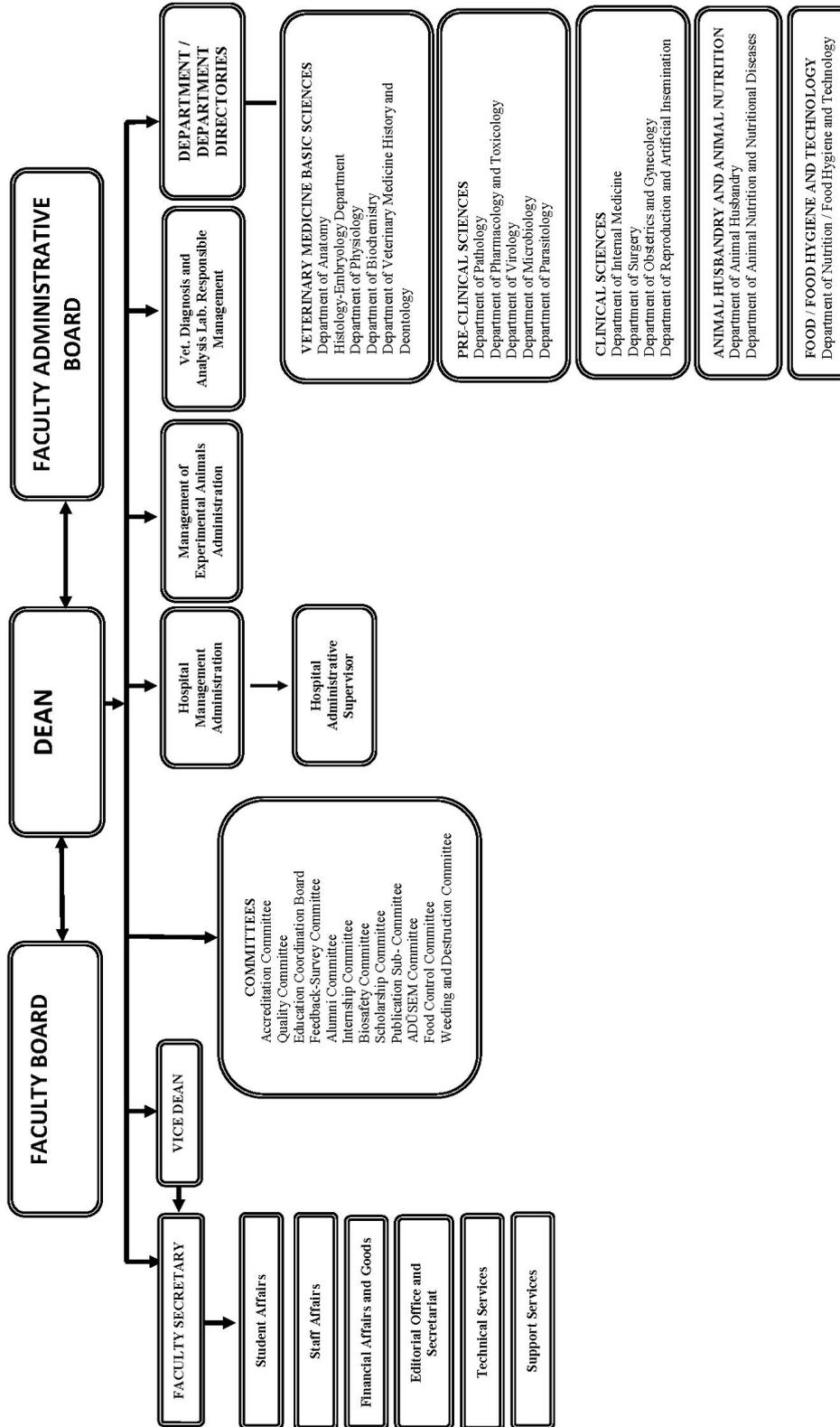
Our faculty is currently a member of the European Association of Veterinary Education Institutions (EAEVE) and the Association for Evaluation and Accreditation of Veterinary Education Institutions and Programs (VEDEK). It received EAEVE approval for five years in May 2016 and accreditation approval by VEDEK for seven years in December 2016.

3. ORGANIZATIONAL STRUCTURE

Aydın Adnan Menderes University Faculty of Veterinary Medicine is managed by the Faculty Board of which the dean and the dean are the chair, and the Faculty Board of Directors. The dean, two vice-deans and faculty secretaries assist in the administrative work. The faculty management, which is determined according to the higher education legislation, forms the unit officers and other boards and committees according to this legislation.

The structure of the faculty organization is schematized below.

ORGANIZATIONAL STRUCTURE



4. PHYSICAL INFRASTRUCTURE

The Faculty of Veterinary Medicine serves in 11 blocks with a total of 170.000 m² open and 19.097 m² closed area in the West Campus in Işıklı District of Efeler-Merkez, Aydın district.

Education areas

Education Area	Capacity 0-50 person	Capacity 51-75	Capacity 76-100	Capacity 151-250	Total
Lecture Hall			6		6
Class	1		3		4
Computer Lab.	1				1
Microscope lab	2				2
Chemistry lab	2				2
Anatomy Lab.		1			1
Necropsy hall	1				1
Conference hall				1	1
Total	7	1	9	1	18

Faculty of Veterinary Medicine Research Application Hospital

Our faculty animal hospital was built in 1998 and has been serving for about 22 years. Faculty of Veterinary Medicine Research Application Hospital, licensed by the Ministry of Food, Agriculture and Livestock on 21.12.2011, provides health services to patients from Aydın and surrounding provinces.

Research Application Hospital	Total Closed Area (m ²)
Animal Hospital Total Usage Area	3700m ²
Clinical Sciences Faculty Blog	1500m ²
Total	5200m²

Student Community Areas

The student communities that actively work in the faculty campus and their working fields are presented below.

	Closed Area (m ²)
Student Societies (Equestrian)	154
Student Societies (Kanat Ger)	75
IVSA Aydın and Erasmus students	75

There are five stables, four manege areas (three soil, one grass) and two silage warehouses in the faculty campus of the Equestrian Community. There are two British (one female, one male), one Arab (female) and one Haflinger (male) horse in these areas.

Although Kanat-Ger Community has a small number of domesticated poultry (chicken, duck, goose, pheasant etc.) within its area, it carries out the treatment and rehabilitation of nature birds especially within the framework of the protocol made between our Faculty and the Ministry of Forestry and Water Affairs, Nature Conservation and Aydın Branch of National Parks.

IVSA (International Veterinary Students' Association) Aydın community makes exchange agreements with other national and international IVSA communities and shares education, culture and social relations with veterinary medicine students who visit our faculty. In addition, IVSA Aydın organizes activities in various fields such as veterinary medicine education and social responsibility projects.

Farm Fields

The farm fields of our faculty are used for education, research and sale of surplus animals and animal products. In our faculty, as of January 2021, there are 92 animals including 22 animals in 1000 m² semi-open cattle breeding unit, 55 in 1200 m² semi-open sheep breeding unit and 15 in 200 m² pig production unit. In addition, there is a 660 m² Poultry Research and Application Unit within the farm areas.

Experimental Animal Breeding and Experimental Research Unit

Certified by the Ministry of Food, Agriculture and Livestock as a producer / user / supplier for mice, rats, gerbils, pigs, sheep and goats. Sheep and pig units are used together with the farm areas, and there is an experimental animal unit of 324 m² where other laboratory animals and research areas are located.

Department Laboratories

Education and research laboratories in the department are listed below. Among these, the laboratories of eight (8) Departments (Microbiology, Virology, Pathology, Parasitology, Pharmacology-Toxicology, Biochemistry, Histology, Physiology) have been certified as Veterinary Diagnostic and Analysis Laboratory by the Ministry of Food, Agriculture and Livestock General Directorate of Food and Control.

Department of Anatomy

Osteometry Laboratory

Application Laboratory

Experimental Study Laboratory

Student lab

Department of Biochemistry

Laboratory 1 -3

Department of Physiology

Laboratory 1 -3

Department of Histology-Embryology

Laboratory 1 -3

Department of Pharmacology

Laboratory 1 -4

Department of Microbiology

Medium Preparation Laboratory

Routine Diagnostic Laboratory

Serology Laboratory

Molecular Diagnostic Laboratory

Molecular Laboratory (PCR)

Department of Parasitology

Routine Laboratory

Serology Laboratory

Molecular Biology Laboratory

Tissue Culture Laboratory

Department of Pathology

Tissue Tracking Laboratory

Histochemistry Laboratory

Diagnostic Laboratory

Immunohistochemistry Laboratory

Department of Virology

Laboratory 1-4

Department of Reproduction and Artificial Insemination

Laboratory 1 -3

Department of Nutrition / Food Hygiene and Technology

Sample Acceptance and Registration Room

Chemistry lab

Microbiology Laboratory

Sterilization Room

Molecular Laboratory

Serology Laboratory

Milk Unit

Department of Animal Nutrition and Nutrition Hospital

Registration / Feed Inspection Laboratory

Feed Analysis Laboratory 1

Feed Analysis Laboratory 2

Research Laboratory

Department of Animal Husbandry

Lab 1-2

Social Activity and sports areas

Canteens and Cafeterias

	Number	Total Closed Area (m ²)	Total Capacity (Person)
Student Living Space	1	240m ²	200
Cafeteria	1	210m ²	120
Student-Staff Cafeteria	1	158 m ²	90

Apart from these, there are basketball, volleyball, tennis courts (800m²) and other sports fields, open chess area and picnic areas as open areas within the faculty campus.

Other Service Areas

Service Areas	Number (Piece)	Total Closed Area (m ²)
Library	1	150
Computer-internet room	1	90
Student affairs office	1	100
Study Room (Academic)	85	2125
Study Room (Administrative)	40	5100
Infirmary	1	21
International Relations Office	1	21
Book Sales Office	1	12
Atelier	1	100

Warehouse, Archive and Workshop Areas

	Number (Pieces)	Total Closed Area (m ²)
Warehouse	1	50
Archive	1	20
Workshop	1	200

Vehicles

Vehicle Type	Number of Vehicles of the Institution
BMC Pickup Truck (09 DF 161)	1
Minibus (VW Crafter) (09 AY 959)	1
Pickup Truck (Ford) (09 EN 594)	1
Tractor (09 EZ 539)	1
Animal transport tug (motorless)	1
Total	5

Information and Technological Resources

Software

Student affairs in the faculty are carried out with the help of the Student Information System (OBİS) program used throughout the university.

Academic Information System (AKBİS) is used regarding the activities of academic staff.

The Purchasing Process and material input and output are carried out with the help of the programs provided by the Department of Strategy Development.

Editorial and document registration in the faculty is carried out with the help of the UBYS (University Information Management System) program, which is used throughout the University.

During the COVID 19 pandemic period, course-exam activities and electronic resource sharing are carried out through the software supported by ADUZEM.

Computers

Type	Number (Pieces)
Desktop Computer	82
Portable Computer	77
TOTAL	159

Library Resources

Type	Number (Pieces)
Book	1514
Printed Periodic Publication	8
Electronic Publication	2

In addition, our students and staff can access the online databases of the university library on the internet from inside and outside the campus.

Other Information and Technological Resources

Kind	Number (Pieces)
Projector	50
Overhead projector (slide device)	3
Barcode Reader	2
Copying machine	5
Fax	1
Photo Camera	22
Camera	14
Television	16
Printer	41
Scanner	7
Microscope	63
Optical reader	1
Smart board	16
Pos Machine	1
Barcode Printer	1
Portable Hard Disk	9
White Board	31



5. STAFF

The 17 departments under five fields in the faculty and the number of academic staff working in these departments are presented in the table below.

Number of academic staff working in the fields and departments

Field	Dep.	Prof.	Assoc. Prof.	Asst. Prof.	Res. Asst.	Instr.	TOT.
Basic Sciences	Histology	4	-	-	1	-	5
	Biochemistry	3	1	-	1	-	5
	Physiology	3	1	-	1	-	5
	Anatomy	4		1	1	-	6
	Vet. Hist. and D.	-	-	2	-	-	2
Pre-Clinical Sciences	Microbiology	4	2	-	1	-	7
	Virology	1	1	-	1	-	3
	Parasitology	5	2	1	1	1	10
	Pathology	4	-	1	2	-	7
	Farm. and Tox.	3	1		1	-	5
Clinical Sciences	Internal Medicine	4	2	1	2	1	10
	Surgery	3	1	2	2	1	9
	Obstetrics and Gynecology	4		1	2	1	8
	Repro. and Art. Ins.	3	-	1	1	-	5
Animal Husbandry and Animal Nutrition	Animal Husbandry	3	2	1	1	-	7
	Ani. Nut. and Nut. Dis.	2	2	2	-	-	6
Food Hygiene and Technology	Nutrition/Food Hyg. And T.	2	-	2	2	-	6
TOTAL		52	15	15	20	4	106

Distribution of Academic Staff By Title

Title	Number (Person)	
	2019	2020
Full Professor	51	53
Assoc. Prof.	13	14
Asst. Prof.	18	17
Instructor	1	4
Research Assistant, PhD	18	17
Research Assistant	2	1
TOTAL	103	106



Distribution of Administrative Staff

Position	Number (Person)	
	2019	2020
Faculty Secretary	1	1
Chief of Department	1	1
Chief	0	2
Computer Operator	12	11
Officer	2	1
Technician	4	4
Pet Sitter	1	1
Attendant	1	1
Veterinarian	2	2
Health Technician	1	1
Health Technician	2	2
Pharmacist	0	1
X-Ray Technician	0	1
Laboratory Staff	2	2
Guard and Security Officer	2	2
Cleaning Worker 4/D	10	10
Security 4/D	5	6
TOTAL	46	49

6. EDUCATION

The faculty provides a five-year Veterinary Medicine education at the undergraduate level. In addition, faculty members participate in postgraduate education related to their field, affiliated with the Institute of Health Sciences.

Undergraduate Education

Number of Registered Students and Graduates of Faculty of Veterinary Medicine

Years	Female Student	Male Student	Total	Graduate Student
2019	297	460	757	76
2020	317	444	761	94

Among the above-mentioned students, 31 international students with citizenship of Spain, Moldova, Germany, USA, Italy, Iran, Bulgaria, Azerbaijan, Pakistan, Indonesia and the Netherlands continue their education at the Faculty.

Student Quotas and Occupancy Rate

	YKS Quotas	Registered	Occupancy Rate (%)
2018-2019	101	101	%100
2019-2020	103 *	103+1	%100

Number of Students Coming with Lateral Transfer, Additional Article 1 and Vertical Transfer

	2018-2019	2019-2020
Lateral Transfer	11	9
Lateral Transfer (Add1)	16	8
Vertical Transfer	10	9
TOTAL	37	26

Number of students leaving the faculty

Reason	2018-2019	2019-2020
Leaving voluntarily	4	2
Leaving through lateral transfer	5	4
Leaving for other reasons	1	3
TOTAL	10	9



Postgraduate Education

The departments of the Faculty of Veterinary Medicine affiliated to the Institute of Health Sciences and the number of registered and graduated students in these departments are presented below.

Department	Number of students for the 2020-2021 academic year		Number of graduates in 2019		Number of graduates in 2020	
	Doctorate	Masters	Doctorate	Masters	Doctorate	Masters
Anatomy	3	6		1	-	1
Histology	2	3	3	3	1	
Biochemistry	10	15	3	4	2	1
Physiology	5	5	1	3	-	1
Microbiology	28	16	3	11	2	3
Virology		4	-	4	-	-
Parasitology	15	9	2	3	-	1
Pathology	9	9	-	4	1	
Pharmaco. and Toxic.	12	5	1	3	2	3
Internal medicine	17	32	1	14	-	8
Surgery	20	20	1	10	-	
Obstetrics and Gynecology	4	10	1	1	-	1
Repr. and Art. Ins.	7	3	1	1	-	
Animal Husbandry	2	3	1	-	-	-
Ani. Nut. and Nut. Dis.	20	3	-	-	1	-
Nutrition/Food Hyg. And T.	10	16	2	4	-	2
TOTAL	164	159	20	66	9	21
TOTAL	323		86		30	



7. RESEARCH

Current number of research projects and their budgets

Source	Project Number	Total Budget (TL)
ADU-BAP	60	3.969.184
TÜBİTAK	9	4.120.190
TAGEM	2	13.734.000
Technopark	2	200.000
TOTAL	72	21.973.374

Publication Numbers

PUBLICATION TYPE	Number
Articles published in journals included in SCI	51
Articles published in other international refereed journals	20
Papers presented at international scientific meetings	11
Published international books or chapters in books	6
Articles published in national refereed journals	7
Published national books or chapters in books	2
Other publications (printed course notes, lecture notes, magazine and newspaper articles, etc.)	1
TOTAL	98

8. SERVICE

Number of sick animals coming to clinics

Animal Type	2019	2020
Equid	57	27
Cattle	397	150
Sheep/Goat	161	37
Camel	26	18
Dog-Cat	3616	1348
Avian	194	67
Rodent	31	2
Other (Turtle, Rabbit, Squirrel, Monkey, etc.)	11	4
TOTAL	4493	1653

Necropsy numbers

Animal type	2019	2020
Equid	-	-
Cattle	13	9
Sheep/Goat	30	23
Dog-Cat	37	6
Avian	49	34
Fish	80	5
Lab animal	70	-
Other exotic and wild animal, etc.	3	2
Organ, Tissue, Biopsy examination	212	75
TOTAL	494	154

The number of activities carried out in the faculty in 2019 is presented in the table below. In 2020, no activity was carried out due to the pandemic process.

Scientific Activities

Activity Type	Number
Workshop	1
Congress	5
Symposium	2
Conference	3
Panel	1
Seminar	8
Course	2
TOTAL	22

Social Activities

Activity Type	Number
Interview	4
Concert	1
Technical Tour	22
Basketball Tournament	2
Volleyball tournament	2
TOTAL	31

9. STAKEHOLDERS

Stakeholder Analysis

The classification of our internal and external stakeholders who are active in the functioning of the faculty and our relationships are presented in the table below.

Stakeholders	Employ-ees	Service Areas	Key Part-ners	Strategic Partners	Rule Mak-ers
Staff	•	•	•		
Students		•	•		
Rectorate			•		•
CoHE			•		•
Institute of Health Sciences		•	•		•
Scientific Research Projects Commission			•		•
Ethics Committees			•		•
T.R. Ministry of Agriculture and Forestry		•		•	•
Other public institutions and organizations		•		•	•
Municipalities				•	
TUBİTAK				•	
Other Universities				•	
Experimental Animals Res. App. Centers		•	•	•	
Quality and accreditation institutions			•		•
Trade associations			•		•
Veterinarians		•		•	
Animal Food Production Enterprises		•		•	
Commercial Companies (medical, pharma-ceutical and feed etc.)		•		•	
Farm-Breeders and Animal Owners		•		•	
Graduates				•	



10. SWOT Analysis

STRENGTHS	WEAKNESSES
Low number of students per faculty member	Budget insufficiencies
Strong communication between faculty members and students,	Lack of equipment of the Animal Hospital and not being up to date,
The Faculty's place among the preferred Veterinary Faculties,	Being far from the central campus,
Information network hardware infrastructure,	Assistant staff insufficiency,
Adequacy of the faculty library,	Research assistant staff insufficiency,
Easy access to national and international resources on the internet of the university library,	The amount of support given to University Research Projects,
The equipment of existing classrooms and laboratories in terms of educational tools,	Insufficiencies of Education Research and Application Farm,
Postgraduate education programs being open to almost all departments,	Insufficiency of Food Hygiene and Technology Research, Application and Production Units,
The region's high animal husbandry potential,	Inadequate relations of the faculty with its stakeholders,
Active operation of the animal hospital and being the largest animal hospital in our region,	Students not being able to take part in scientific projects,
Existence and active use of officially licensed experimental research units,	Students not being able to participate in researches and scientific meetings sufficiently due to insufficient funds despite their willingness,
Many of the laboratories being officially licensed,	Insufficient improvements in the education curriculum according to time and problems,
Presence of academic staff participating in national and international projects	Lack of continuity of Quality Management System studies as a result of differences in understanding in management processes.

OPPORTUNITIES	THREATS
To be a member of the European Association of Veterinary Education Institutions (EAEVE), to be approved in accordance with the audit report of this association,	Limited budget possibilities and insufficient use of budget,
To be accredited by the national accreditation organization VEDEK,	Bureaucratic problems in using budgets,
The location of Aydın and having a potential to serve the Aegean Region and other regions,	Our uncertainties in the continuity of accreditation to EAEVE,
Conscious and modern animal husbandry in the region and the high number and diversity of cultural breed animals,	Political and economic developments that may occur in the geography where our country is located,
The high number of pets (cats, dogs, etc.) in the region,	Economic problems in our country, especially in large and small ruminant breeding,
Presence of the businesses and farms in the environment at the level of scientific research,	Insufficiency of combat programs regarding animal diseases and insufficient operation of the animal insurance system,
Existence of national and international exchange programs,	Opening of many Veterinary Faculties in recent years,
Diversity of employment opportunities for graduates,	The rapid increase in the number of students over the years, resulting in insufficiency of physical facilities and a decrease in the quality of practical training,
Supports for the veterinary profession during the harmonization process with the European Union,	The mobile clinic practice not being carried out regularly due to legislative and administrative problems.
The region's high potential for domestic and foreign tourism,	
Increasing both practical training and revolving fund income through animal hospital, laboratory studies, animal husbandry on the farm and Food Hygiene and Technology Research laboratory productions,	
Increasing mobile clinical activities,	
The Faculty's conduct of the Quality Management System with TSE certification in the previous years.	





B. STRATEGIC PLAN

1. MISSION

To educate graduates and researchers who are able to identify national and universal problems and produce solutions in the field of veterinary medicine and follow the principles of Atatürk with sufficient knowledge, ethical values, awareness of social responsibility and are rational, creative, productive and able to follow world developments.

To carry out projects and original research which will contribute to national development and universal knowledge by developing solutions to national and global problems.

To provide high quality, reliable and fast service related to societal needs and sensitive to the environment.

2. VISION

To be a Faculty of Veterinary Medicine recognized for its education quality, research and service activities at national and international standards, to train qualified veterinarians who are fully equipped in veterinary medicine, who can keep up with the developments of science and technology, to conduct research with scientific and economic value, to be internationally recognized and honored to be a member of.

3. PRINCIPLES (VALUES)

- Commitment to Atatürk's principles
- Diligence
- Awareness of mission
- Devotion
- Participation
- Innovation and creativity
- Entrepreneurship
- Social responsibility
- Commitment to ethical values
- Environmental awareness
- Accountability
- Academic freedom
- Quality awareness

4. STRATEGIC OBJECTIVES , GOALS AND ACTIVITIES

OBJECTIVE 1: TO DEVELOP AND IMPROVE THE PROCESS OF EDUCATIONAL ACTIVITIES

Goal 1.1 Accreditation studies and preparation of the curriculum consistent with the national core education program

Current situation: There has not been any significant structural change in the faculty curriculum for a long time. Up-to-date curriculum studies have not been conducted within the scope of the newly published draft "National Core Education Program in Veterinary Medicine Education" and Quality assurance standards in education of national and international accreditation and quality organizations.

Performance Indicators	2021	2022	2023
ÇEP commission to complete its work	√		
EAEVE, VEDEK, Education-Training and ÇEP commissions to prepare a new curriculum draft with separate and joint meetings	√		
To receive feedback on the new curriculum draft	√	√	
Implementation of the curriculum		√	
Follow-up of the process and improvements	√	√	√

Goal 1.2 To carry out mobile clinical practice on a regular and scheduled basis

Current situation: The Mobile Clinic Practice cannot be carried out regularly due to the lack of permanent staff and some regulatory problems.

Performance Indicators	2021	2022	2023
Establishing the mobile clinic commission	√		
Gathering meetings to resolve legislative problems	√	√	
Solving the problem of driver need	√	√	
Making planning with the clinical staff	√	√	√
Tracking the process and increase the number of tours.	√	√	√

Goal 1.3 Making arrangements in the theoretical and practical fields of students by following the increasing number of students and demands.

Current situation: Considering the increasing number of students, the aging of the equipment used or the demands for new equipment, these are the needs observed in education and training areas other than Animal Hospital. Although there are continuous efforts, there is a need for such regulations in some actively working units. In this way, students will be able to do more practice.

Performance Indicators	2021	2022	2023
Identifying the needs precisely	√	√	√
Project planning and budget studies	√	√	√
Replacement of computers and projection devices in classrooms	√	√	√
Supply of new microscopes		√	√
Reorganization of cattle farm areas		√	√
Arrangements in the anatomy dissection lab		√	√
Arrangements in hospital units	√	√	√
Food Hygiene and Tech. Application and Production areas regulations			√
Necropsy hall arrangements			√

Goal 1.4 Preparation of practice-study areas for students to develop their own veterinary knowledge and skills in various fields of the faculty.

Current situation: The faculty library and empty classrooms, the student cafeteria are places that students use for study. In the department and hospital, students can use laboratories or other areas to study or develop their skills. Other than that, there are no specially designed skill development areas.

Performance Indicators	2021	2022	2023
Determining what can be done by obtaining opinions from commissions, faculty units and departments, and determining their needs	√	√	√
Project planning and budget process	√	√	√
Making practice areas	√	√	√
Follow-up of applications and improvements	√	√	√

Goal 1.5 Tracking internal or external internships, clinical skills applications, first-day qualifications applications, student applications under the control of academic staff or authorized veterinarians electronically via mobile phone or computer applications.

Current situation: Internship and practice books are used.

Performance Indicators	2021	2022	2023
Assignment of the personnel who will manage and perform the implementation.	√		
Determining relevant and necessary clinical applications in the curriculum	√	√	
Starting to use the new program application.		√	
Follow-up of applications and improvements	√	√	√

Goal 1.6 Working on the improvement of Distance / Hybrid education activities.

Current situation: It has been understood that it is an important need in extraordinary

situations due to the COVID 19 pandemic in 2020, the online education process implemented in the March-June period will be evaluated and studies will be carried out to better implement these processes.

Performance Indicators	2021	2022	2023
Survey studies to be conducted with students and academic staff regarding the online education process	√		
Evaluation meetings in the Education Commission.	√	√	
Legislative studies to be carried out by the Dean's Office and the Rectorate	√	√	
Meetings and trainings with ADÜZEM	√	√	
Researching the practices of digital technology and artificial intelligence in veterinary education and updating veterinary education continuously by adapting it to the curriculum.	√	√	√
Discussion and application of possibility of distance education in some courses or course parts by the Faculty boards and commissions	√	√	√
Follow-up of the process and improvements	√	√	√

OBJECTIVE 2: DEVELOPMENT AND IMPROVEMENT OF RESEARCH ACTIVITIES PROCESS

Goal 2.1 Increasing project support from institutions outside the university

Current situation: The continuous increase in the amount of external projects is important in terms of the strength of the research infrastructure and the training of researchers. Our faculty can carry out more scientific activities with its research areas and equipment, the number and capacity of academic staff.

Performance Indicators	2021	2022	2023
Providing incentive opportunities to researchers in case they submit project proposals to different institutions outside the University or they receive support	√	√	√
Providing information on research project support, project preparation, especially for young academicians	√	√	√
Providing information on research project support, project preparation, especially for students	√	√	√
Follow-up of the process and improvements	√	√	√

OBJECTIVE 3: DEVELOPMENT AND IMPROVEMENT PROCESS OF THE SOCIAL CONTRIBUTION ACTIVITIES

Goal 3.1 Animal Hospital renovation, equipment and regulation of its operation

Current situation: Animal hospital is one of the most important elements both in veterinary medicine education and in terms of social contribution of the faculty. Although the current hospital is the largest animal hospital in terms of personnel and physical areas in our region, it cannot meet the needs in terms of equipment and usefulness. For this reason, the renovation of the existing hospital with the Faculty budget started in 2020 and the labor about this situation is still on progress.

Performance Indicators	2021	2022	2023
Planning and execution of hospital renovation construction	√		
Determining the need for personnel in hospital operation	√	√	
Completion of tools and equipment	√	√	√
Revision of hospitalization areas	√		
revision of small animal areas at the hospital	√		
revision of big animal areas at the hospital	√	√	
revision of isolation areas	√	√	√
Emergency clinic arrangements	√		
Completion of equipment and opening of the diagnostic imaging center	√	√	
revision of other areas at the hospital		√	√
Reorganization of hospital operation	√	√	

Goal 3.2 To follow current issues related to veterinary medicine and to be able to provide information about these issues faster in the faculty

Current situation: Various information is provided about the veterinary profession through the university website, ADÜDEN, and the Faculty website. In the previous years, information was given about the activities with the Faculty Bulletin titled "Sharing". However, such activities should be increased in print and online environments to increase the recognition, reach more people, and fulfill the duties towards the society.

Performance Indicators	2021	2022	2023
Assignment of staff to organize press, web page, social media monitoring work etc. in our faculty.	√		
Meetings with University press-broadcasting unit, IT department and that determining the possibilities of support	√	√	
Establishing the implementation unit and starting the process	√	√	
Follow-up of the process and improvements	√	√	√

OBJECTIVE 4: DEVELOPMENT AND IMPROVEMENT OF THE MANAGEMENT PROCESS

Goal 4.1 Arrangements in the faculty student cafeteria and dining hall areas,

Current situation: While the cafeteria works actively, it does not meet the needs. Plans for the construction of a new dining hall have been completed. A student cafeteria that is currently in use has been newly built.

Performance Indicators	2021	2022	2023
Planning a dining hall for 200-300 people for students and staff	√		
Construction and opening of dining hall	√	√	
Changing the location of the existing dining hall and increasing its capacity if there are problems and delays in the construction process	√	√	

Goal 4.2 Regular Implementation of the Quality Management System

Current situation: Establishment of KYS in our faculty was first started in 2009 with the recommendation of the Accreditation Commission. Only the “administrative processes” of our faculty were determined, accordingly quality handbook, plans, procedures, job descriptions, instructions, workflow charts and forms were prepared, and the system was established and implemented in 2010. In the same year, our faculty received the TSE-EN-ISO 9000 Quality Management System certificate after the certification examinations made by the TSE. This process continued until 2013, and the two external audit processes implemented by TSE were passed smoothly. After this period, process didn’t continue regularly, and system updates could not be done sufficiently. In Current situation The quality board has been established, the management has been informed about the system to be implemented, plans have been made and process has begun.

Performance Indicators	2021	2022	2023
Planning, Revision of Documents	√		
Training of employees and informing	√		
Active implementation of the QMS	√		
Regular auditing of the system with feedback	√	√	√
Conducting Internal audition	√	√	√
Management Review and Revisions	√	√	√

Goal 4.3 Organizing in-service training and courses on assessment and evaluation methods for faculty members, especially for newly appointed faculty members.

Current situation: The university has ADÜSEM center that organize trainings, the Faculty does not organize trainings.

Performance Indicators	2021	2022	2023
Preparation of programs	√		
Organizing trainings	√	√	√

Goal 4.4. In order to increase the efficiency of service and financial resources, to ensure the contribution of the departments that have not yet contributed to the revolving fund, and to increase the income of the contributors.

Current situation: Faculty hospital, farm areas, laboratory capacity can make more revolving fund income. This contribution can be in the form of hospital services, clinical services, routine laboratory analysis, consultancy services, as well as contribution to production (such as meat, dairy and products) and the organization of paid courses for the profession. In this case, it is planned to see an increase in education and research activities as well as incomes.

Performance Indicators	2021	2022	2023
Revision of the hospital	√	√	
Carrying out the mobile clinic practice more regularly	√	√	√
Conducting the emergency clinical practice without interruption	√	√	√
Organizing in-service and vocational courses	√	√	√

Goal 4.5. Regular monitoring of the basic indicators published by the accreditation bodies we are affiliated with, ensuring progress-practices in line with these indicators.

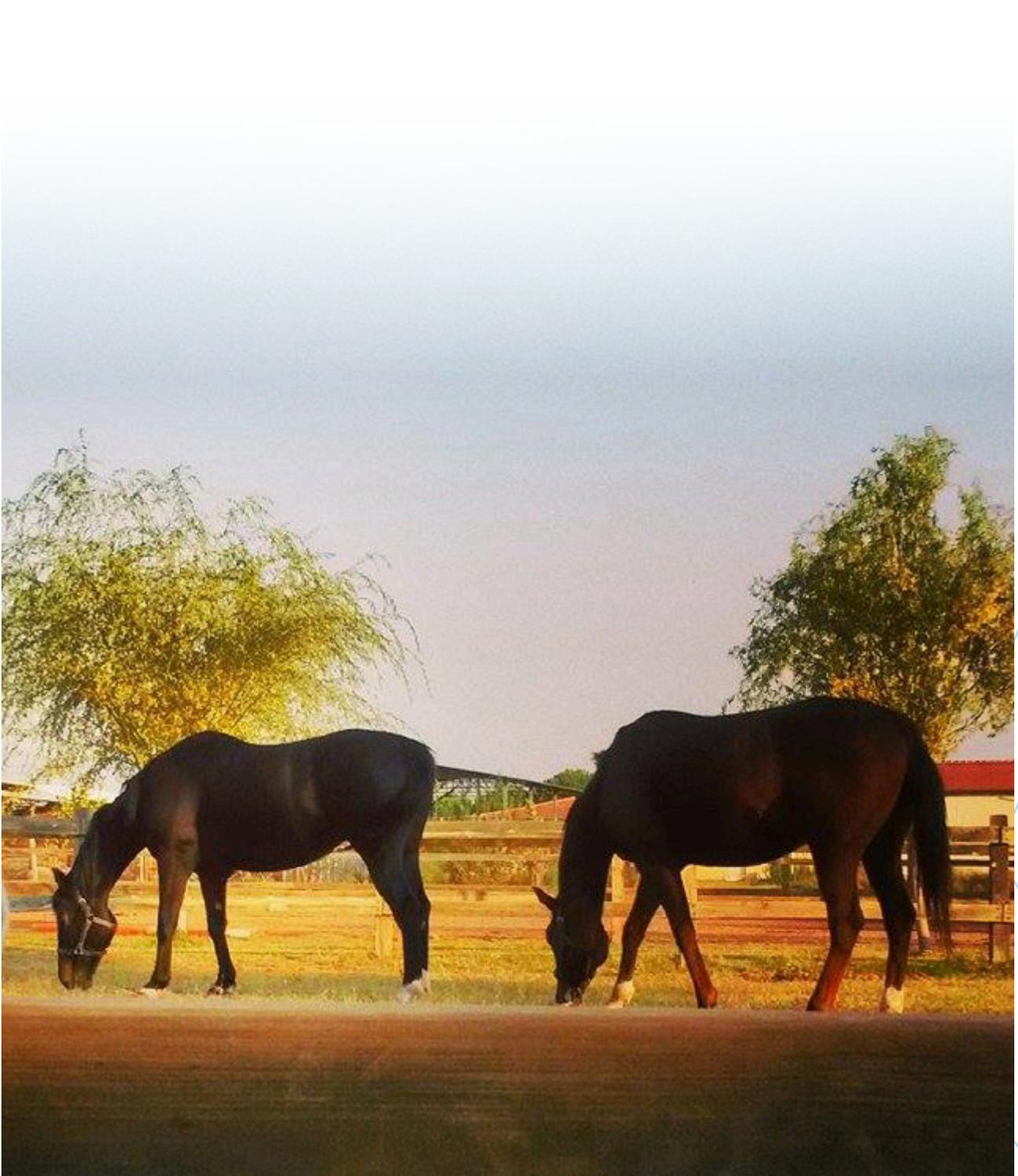
Current situation: Although these indicators are monitored by EAEVE and VEDEK commissions and annual activity reports, these indicators are not directly included in the reports.

Performance Indicators	2021	2022	2023
Determination of key indicators by accreditation and quality commissions	√	√	√
Preparing reports by the Dean's Office to include these indicators in the annual activity reports	√	√	√
Evaluating these indicators at the annual YGG meetings and Faculty Academic Boards and making decisions to correct deficiencies	√	√	√

5. MONITORING AND EVALUATION

Monitoring the Faculty of Veterinary Medicine 2021-2023 strategic plan will be carried out by administrative activity reports, Performance Indicators, year-end student satisfaction surveys, academic and administrative staff satisfaction surveys, patient owner satisfaction surveys and other feedback methods applied within the quality management system

Evaluation of the Faculty of Veterinary Medicine 2021-2023 strategic plan will be discussed based on Performance Indicators periodically at the Quality Board meetings (Improvement arrangements that can be realized immediately will be made by the administration). At the Management Review meeting, which will be held at least once a year, it will be discussed comprehensively, proposals will be prepared and finally, improvement or improvement suggestions will be evaluated in the Administrative Boards of the Faculty.







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