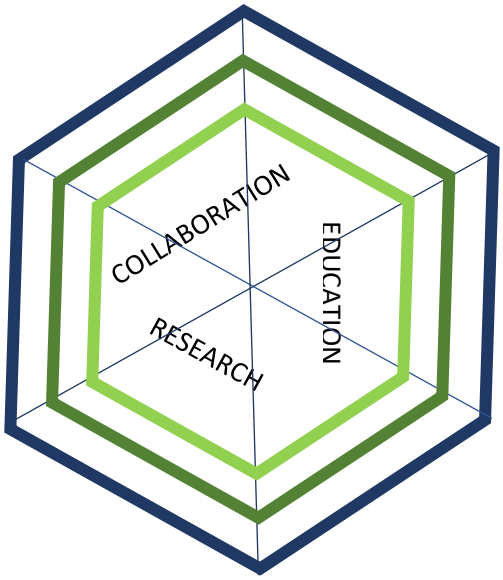
DEPARTMENT OF ANIMAL AND VETERINARY SCIENCES STRATEGY 2025



DEPARTMENT OF ANIMAL AND VETERINARY SCIENCES STRATEGY

VISION for the Department of Animal and Veterinary Sciences [**ANIVET**]:

To be an internationally recognized animal and veterinary science department with major focus on nutrition, health and welfare as a contribution to a sustainable animal-based food production as part of the green transition.

MISSION

The mission of ANIVET is to perform basic, strategic as well as applied research and innovation within the department's core activities: nutrition, welfare, health and animal diseases.

AMBITION

Ambitions have been formulated within a number of areas:

Research: To perform basic, strategic and applied research providing innovative solutions to the green transition of a sustainable animal-based food production.

Visibility: To play a major role in the public debate through active dissemination of our research-based knowledge.

Education: To be highly recognized for education of skilful bachelors and masters in animal and veterinary science, who can provide solutions to the future societal challenges.

Research-based policy advice: To perform high-quality research and consultancy within our core topics: Animal behaviour, welfare, and health; feed and nutrition; emission and excretion from livestock production as well as related topics in food and plant science.

Talent: To build up research environments, infrastructure and a public profile that will make us attractive to both new employees and to new students in both animal science and veterinary medicine. Recruit and develop talents in various disciplines and with a variety of educational backgrounds.

Industrial collaboration: To work proactively to further develop the strategic collaboration with industries and private and public businesses within our core activities.

An attractive workplace: To ensure a good work environment and to be an active player in developing AU Foulum into an attractive and well-functioning campus environment. Supporting career development has a high priority.

DEPARTMENT OF ANIMAL AND VETERINARY SCIENCES' ACTION PLAN

TECH BENCHMARKS	INITIATIVE	PLANNED ACTIVITY	PERSON RESPONSIBLE
1) Prioritisation and development of new partnerships and organisational pathways	For the veterinary education, partnerships must be established with veterinary clinics and practices.	**2023-2025:** 1) The relevant partners in the veterinary practices must be identified, and negotiations must be initiated and completed. Milestones: Signing contracts with practices. Plan and implement the practical arrangement for the use of practice. 2) There must be a continuous: - evaluation on the function and quality of each practice during the courses. - preparation of curriculum for the ANIVET educations.	**ANIVET Leadership** and VET Coordination Group. **TECH Deanship.**

2) Recognition of research	Create a strategic communication plan to enhance visibility of ANIVET in relation to research-based policy advice and educations and industrial collaboration.	**2023:** Establish a communication committee and describe the activities. Contribute actively to the communication activities concerning the new educations. Design and communicate about AU Viborg. **2024-2025:** Expand the activities to use 'new' communication tools and platforms. Disseminate the description of the AU-educations in veterinary medicine and animal sciences. Design and communicate about AU Viborg.	Communication committee [ANIVET Leadership]. AU Viborg communication [ANIVET Leadership, Communication committee, Educational committee; AU TECH Communication]. Involving various resource persons.
3) Engage our students in the challenges facing society	Take active part in supporting and communicating AU's strategy to establish educations in veterinary and animal sciences at AU Viborg.	**2023-2025:** The ANIVET committees for education and for PhD coordinate - with relevant departmental activities (e.g. secondary school study visits) - activities to give potential students knowledge and information about the new educational possibilities and facilities at AU Viborg. **2023-2025:** Design of AU Viborg in collaboration with	ANIVET Leadership, ANIVET Educational committee, ANIVET PhD committee, ANIVET communication

		other Foulum departments and TECH	committee [ANIVET Leadership]
4) Joint responsibility for openness, collaboration, co-ordination and development with trust and respect for each other	Create fora for debating and decisions on common interests and challenges.	**2023-2025:** To identify the formal groups and fora at department and faculty levels where issues related to insufficient collaboration can be handled. To use this as a background for discussing the need for eventual new fora. Arrange yearly workshops for all department members to discuss challenges related to collaboration, and secondly to get input for possible solutions.	[ANIVET Leadership, department committees (ANIVET Institutforum, ANIVET LSU (local collaboration committee), and as hoc working groups].
The department's complementary activities			
TECH BENCHMARKS	INITIATIVE	PLANNED ACTIVITY	PERSON RESPONSIBLE
#1, #2, #3 and #4	Increased use of relevant, valuable and requested digitalization in everything we do - research and innovation, science-based policy advice, and in education.	1) 2023-2025: Enhance the use of digitalisations (equipment, sensors and infrastructure) in the animal facilities. 2) 2023-2025: Enhance the use of digitalisations (infrastructure and storage) in laboratory facilities. 3) 2023-2025: Cross-disciplinary initiative to integrate the use of digitalisation in	1): [ANIVET animal facilities, the Data Group, research sections, and animal groups] 2): [ANIVET Data Group, research sections, animal groups] 3): [ANIVET Data Group, ANIVET Leadership, research

		research and educational activities. Engage in faculty collaborative initiatives on digitalization. Strategic initiative on the management of data from laboratory platforms and animal facilities (case could be Pig-Paradigm) and living labs 4) 2023-2025: Integrate digitalisation as a subject in relevant courses in both the veterinary and animal science education	sections, theme groups, animal groups]. 4): [ANIVET Data Group, ANIVET Leadership, Research sections, theme groups, animal groups, education responsible(s)].
#2 and #3	Strengthen the implementation of digital transformation in research and education.	**2023:** Enhance the use of digital monitoring in the animal experimental facilities. **2023-2025:** Cross-disciplinary initiative to integrate the use of Big Data in research and educational activities. Engage in faculty collaborative initiatives on digitalisation. Strategic initiative on the management of data from laboratory platforms and animal facilities.	2023: [ANIVET cattle and pig facilities] 2023-2025: [ANIVET Leadership, research sections, theme groups, animal groups].
# 1 and # 2	Internationalisation of the public authority service.	**2023:** - Identify international collaboration opportunities within the research-based policy	[ANIVET Research sections, ANIVET policy advice committee].

		advice. i.e., directly via establishment of partnership(s) with international universities and/or to engage in ministry activities. - Participation in EU Partnership for Animal Health and Welfare (EUP AH&W) from 2024 will provide opportunities for further cross-country activities. Search for external funding to support these activities; i.e., gearing the internal funding of activities of the contract(s).	
# 2	Strengthen ANIVET engagement in START.	**2023:** Strategic initiative on ANIVET core activities (nutrition, health, welfare) to be reflected in START. Take the lead on such initiatives, and be the 'front-working', e.g, by drafting a 'livestock-hub', including potential living labs. **2024-2025:** Explore the possibilities of larger strategic initiatives by putting core areas of ANIVET into the spotlight, and to have continuous focus on mission-driven research.	[Research sections, ANIVET Leadership] [ANIVET theme groups]. [ANIVET Leadership and poultry groups]

		2023-2025: Perform a special initiative on poultry, i.e., to strengthen and to integrate ANIVET poultry research activities, and to ensure a continuous development in ANIVET expertise on poultry science.	
#2; #3, #4	Initiatives directed at the green transition.	AU Viborg is the national center of the green transition of agriculture. ANIVET can contribute in several ways, and many ongoing research projects have the green transition of agriculture in focus. All-ready existing Living Labs are integrated in the facilities of AU Viborg and should be further developed. 2023: Take active part in the establishment of AU Viborg. 2023-2025: Take leadership and active part in collaboration with other TECH departments on research and innovation to develop solutions for the green transition of the livestock sector, and potentially expand or include living labs. 2023-2025: Participation in EU Partnership for Animal	**2023**: ANIVET Leadership. 2023-2025: ANIVET Leadership, the research sections, and specific committees (e.g., poultry research group)].

		Health and Welfare (EUP AH&W) include actions on "Sustainability aspects of animal welfare-promoting livestock systems". Activities within the EU AH&W will be used to initiate collaboration with other Tech departments on research and innovations to develop solutions for a sustainable green transition of the livestock sector, potentially including living labs.	
#4	Engagement and ownership within ANIVET on the new educations.	Establishment of the new educations requires a lot of engagement from ANIVET staff – both current staff and staff to be recruited. 2023-2025: - Engagement of staff (scientific and technical personnel) in the educations - Integration of new research activities and new veterinary medical staff in the existing research sections - Focus on the educational carrier track for positions, with special emphasis on temporary scientific staff and tenures	ANIVET Leadership, education responsible(s), educational committee

		- Emphasize (at MUS, dialogue meetings) how research, research-based policy advice, and educations are integrated core activities for both scientific and technical staff at ANIVET.	