

facultad
de veterinaria



**STRATEGIC PLAN
2024-2029**

The Faculty of Veterinary Medicine of León (FVULE) was established in 1852, being the only Faculty of Veterinary Medicine in Castilla y León and one of the fifteen in the Spanish territory.

In order to establish the basic objectives to be achieved by the Faculty for the proper performance of the Institution, as well as to establish the resources and time periods for their fulfilment, the *Strategic Plan of the Faculty of Veterinary Medicine of León 2015-2020* was developed and implemented in the year 2015. This plan was updated for the time period 2022-2024 in order to respond to the limitations determined by the pandemic in 2020 and subsequent years.

This plan turned around five general strategic axes. Based on each of these blocks, specific objectives and actions were established:

- **Teaching.**
- **Veterinary Teaching Hospital.**
- **Research.**
- **Diffusion to the society.**
- **Resources and infrastructures.**

Once the temporal framework of the plan has been completed in the year 2024, it becomes necessary to conduct an evaluation of the current plan and establish objectives for the next five years. Therefore, the objectives of the 2022-2024 plan that have been achieved, whether partially or entirely, are analyzed, and the development of a new Strategic Plan for the years 2024-2029 is carried out.

This new plan will be guided and supported by the new regulatory framework of the Spanish University, as well as by guidelines and recommendations from international organizations that have been notably updated in recent years, including new areas of action in veterinary education.

Once completed the frame temporary of the plan in the year 2024, it is necessary to take stock of the current Plan and set the objectives for the next five years. We proceed, therefore, to analyze the objectives of the 2022-2024 plan that have been achieved, either partially or totally, and carry out the development of a new Strategic Plan for the years 2024-2029.

This new plan goes to be guided and sustained in the new Spanish University regulatory framework, as well as by guidelines and recommendations from international organizations that have been significantly updated in recent years, including new areas of action in veterinary education and food and science education.

The entry into force of Royal Decree 822/2021, and particularly of Organic Law 2/2023, of the Spanish University System (LOSU), introduces significant modifications that imply a modification of the currently valid curricula, on the one hand, and the mandatory social security contribution of students in external internships on the other.

The guidelines, studies, and recommendations at the European level that have been considered for the formulation of the Strategic Plan 2024-2029 in the Veterinary Degree are:

- Veterinary Education Core Curriculum. OIE Guidelines. 2013.
Guidelines for developing the curriculum for veterinarians, aimed at ensuring the quality of public and private veterinary services.
- FVE & EAEVE Report on European Veterinary Education in Animal Welfare Science, Ethics and Law, 2013.
Recommendations for incorporating animal welfare into veterinary training programs and research in Veterinary Faculties.
- Harmonization of veterinary education: fundamental for establishing EU citizens' trust in veterinary services. ECCVT Statement 2015.
Declaration of the EAEVE's veterinary education evaluation system as a European standard for veterinary education to ensure and harmonize veterinary training.
- Vétérinaire: des métiers, des compétences. Référentiel d'activité professionnelle et de compétences à l'issue des études vétérinaires. Direction générale de l'enseignement et de la recherche 2018.
Reference framework in France for the achievement of the “veterinary diploma”, adapted to the most recent international standards, with a competency-based approach.
- Report of the ECCVT on the impact of Digital Technologies & Artificial Intelligence in Veterinary Education and Practice, 2020
Report on the need to introduce adequate and updated training on digital technology and artificial intelligence, at the undergraduate, postgraduate and continuing training levels.
- Laboratory biosafety manual, fourth edition, World Health Organization 2020.
Manual that includes a comprehensive risk assessment to implement appropriate security measures.
- One Health Joint Plan of Action (2022-2026), 2022
Document that describes the commitment of the four organizations (FAO, UNEP, WHO, and WOAH) to collectively support the implementation of One-Health through a concrete action plan.
- VETSURVEY: FVE Survey of the Veterinary Profession in Europe: December 2023.
Report of the working group of the Federation of Veterinarians of Europe on demographic indicators of the veterinary profession, the job market and financial indicators in various European countries.
- VetCEE standards and procedures for Approved Continuous Veterinary Education, 2023:
Standards established by the VETCEE for the accreditation of Veterinary Continuing Training Programs in Europe.

The guidelines, studies, and recommendations at the European level that have been considered for the formulation of the Strategic Plan 2024-2029 in the Food Science and Food Technology Degree are:
- Conference of Deans/Directors of Schools teaching Food Science and Technology
- European Quality Accreditation and Certification System for Food Studies (EQAS- Food). ISEKI-Food Association

- The European Federation of Food Science and Technology EFFOST
- Guidelines for Approval of Undergraduate Food Science and Food Technology Programs. Institute of Food Technologists (IFT)

PURPOSE

The purpose of the Faculty of Veterinary Medicine at the University of León is to educate students in Veterinary Sciences and related fields, research and discover new knowledge in order to disseminate it to veterinarians and other professionals, contributing to the advancement of animal welfare and health.

The Faculty of Veterinary Medicine at the University of León develops teaching, research, and knowledge dissemination programs for the benefit of animals, people, and the environment, through the promotion of veterinary medicine, animal health and welfare, efficient and responsible animal production, food hygiene and safety, and the protection of public health.

VISION

The Faculty of Veterinary Medicine at the University of León, due to its status as a public institution and with the necessary resources for fulfilling its purpose, aspires to become a national and international reference in veterinary education, training highly qualified veterinarians in various professional areas, and advancing knowledge in veterinary sciences. Particularly considering the geographical circumstances and livestock population of the region, the Faculty of Veterinary Medicine represents a center of excellence in animal clinic in the Northwest of Spain. Additionally, the Faculty of Veterinary Medicine extends its scope of education in the field of Food Science and Technology, through the Degree in Food Science and Technology and the implementation of the Degree in Gastronomic Sciences.

The Faculty of Veterinary Medicine of León (FVULE) carries out its activities with a global vision, expanding its teaching, research, and collaboration programs nationally and internationally. The improvement and strengthening of its educational efficiency, facilities, and funding are reflected in innovative, lifelong learning teaching that responds to changes in the veterinary profession resulting from societal needs.

STRENGTHS

- Reputation of the Faculty of Veterinary Medicine of León as an institution with 172 years of tradition in higher education and scientific research.
- Student-centered veterinary and food science education developed in accordance with international teaching principles and standards.
- Availability of adequate facilities for veterinary and food science education.
- Established faculty with a high level of preparation, accredited by years of work in the center, ensuring high-quality teaching, research, and knowledge transfer.
- Good relationships and cooperation with regional public veterinary services and public institutions and associations in the field of veterinary services.
- Collaboration of a large number of companies in the practical training of students in the field of veterinary and food sciences.
- Excellent collaboration with scientists and professors from related institutions in Spain and abroad in various areas of scientific research and teaching activities.
- Close cooperation between the Veterinary Hospital (HVULE) and the Faculty, promoting more practical and applied training for students.

WEAKNESSES

- High cost of resources and infrastructure necessary to maintain the quality of veterinary science education.
- High average age of faculty, with a need for the inclusion and projection of young faculty.
- Improvable coordination among basic training subjects, preclinical disciplines, and clinical disciplines.
- Insufficient offer of postgraduate programs and continuing education and specialization in different veterinary areas.
- Limited dissemination of FVULE research group activities.
- Insufficient marketing operations and promotional strategies at HVULE.
- Absence of a quality system at HVULE.

OPPORTUNITIES

- Importance of the agri-food industry in the Castilla y León region.
- The growing development of the One Health concept and its effective application at educational and professional levels.
- Increasing social awareness about animal welfare, and the recent enactment of the Animal Welfare Law in Spain.
- International knowledge access networks in the current globalization environment, is a opportunity to enhance the mobility of students, professors, and researchers and disseminate knowledge.

THREATS

- Limited decision-making capacity of FVULE regarding personnel and infrastructure, due to the centralized organization of university services.
- Aging of academic and support staff.
- Budgetary constraints of ULE and financial distribution criteria.
- The high number of Veterinary Faculties in Spain.

Level of compliance with the action plans of the Strategic Plan 2022-2024

completed

partially completed. In progress

no completed

STRATEGIC AXIS 1: TEACHING

STRATEGIC OBJECTIVE 1.1. TEACHING PROGRAMMING

- **Curriculum Update for the Veterinary Degree**

Throughout the year 2023, several meetings have been held with the faculty to propose a new study plan that complies with the necessary adaptation according to Royal Decree 822/2021.

- **Veterinary Degree to 360 credits**

This objective is currently on hold awaiting the decision of the state authorities. It is not solely dependent on the Faculty itself.

- **Veterinary Collaborators for Farm Animal Medicine Practices**

On November twenty-fourth, 2023, a request was made to the Vice Chancellor of Teaching Staff at the University of León for the "*Venia Docendi*" for the veterinary professionals hired by the University of León in the program "External Practice Support in Income Animals at the Faculty of Veterinary Medicine," so that their collaboration is reflected in the teaching plans of the subjects incorporating these activities into their practices and can be recognized through certification. Additionally, during the year 2022, two veterinarians were incorporated for equine practice.

- **Collaboration Agreements for Supervised work Placements**

To provide greater recognition to the companies hosting students in internships, a certificate has been issued by the Faculty to each of these entities. Furthermore, concerning the relationship with collaborating companies, agreements from previous years have been renewed, and new companies have been added.

To achieve the objective in its entirety, there should have been periodic monitoring by the Faculty of long-DEADLINE internships. To accomplish this, for the upcoming courses, a brief form will be proposed for both students and companies to fill out halfway through the internship period, OBJECTIVEed at Heading any possible issues or improvements before the conclusion of the internships. Although up to this point, the personal evaluations made by the students of these periods barely reflect any issues and consistently receive positive feedback.

- **Periodic Evaluation and Curriculum Improvement** ✓

With the OBJECTIVE of analysing and understanding the evolution of the Faculty's degrees from within and thus being able to identify areas for improvement, a series of indicators provided by the Office of Evaluation and Quality (OEC) are available. The general objective is to have useful information for the Quality Assurance System of the University of León, as well as to detect needs and establish appropriate improvements.

Some of the aspects evaluated in the student questionnaires include their participation in the degree program, the information they receive, the curriculum, and internships. In this regard, most of the indicators have been favourable in recent years, with around 50% or more of the surveyed students giving a rating equal to or higher than 3. However, it seems necessary to Head improvements in aspects related to structured internships to achieve better alignment between the tasks performed and the learning outcomes established in the curriculum.

Regarding teaching staff, the central are organization, student work, facilities and resources, teacher training, and overall satisfaction with the degree. Most indicators are positive, remaining consistent over the years.

STRATEGIC OBJECTIVE 1.2. POSTGRADUATE TEACHING PROGRAMMING ✗

The main strategies of this objective consisted of developing a new curriculum for the Research Master's degree and creating proposals for specialized Master's degrees. However, in the new Royal Decree 822/2021, of September 28, which establishes the organization of university education and the quality assurance procedure, universities may offer their own teachings of less than 15 ECTS in the form of micro-credentials or micro-modules, allowing the certification of learning outcomes linked to short-DEADLINE training activities. For this reason, this objective will be reformulated for future exercises, and micro-modules will be preferably incorporated.

STRATEGIC OBJECTIVE 1.3. CONTINUOUS TRAINING

- **Expand opportunities for lifelong learning** ■

While an annual professional training program has not been developed as planned, continuous training has been offered for veterinarians, scientists, and food technologists. In this regard, as an example, approval is planned for future exercises of an OCV (Veterinary Professional Organization) certificate for equine clinical veterinarians and another for companion animals. The purpose of these certificates is to educate equine veterinarians and small animal veterinarians at an inDEADLINEediate-advanced level (middle-tier expert), providing them not only with knowledge but also with a tool for professional growth to improve their services, offer greater guarantees to consumers, and enhance the welfare of patients under their care.

- **Proposals of organization of conferences, courses and journeys** ■

Despite not having compiled a proper report with the conferences, courses, and workshops held, these types of activities have been carried out throughout the academic year, adapting to the needs or suggestions of students, professors, and staff.

STRATEGIC AXIS 2: VETERINARY TEACHING HOSPITAL

STRATEGIC OBJECTIVE 2.1. ORGANIZATION, INFRASTRUCTURE AND ECONOMIC PLAN

• Optimization of the Humans Resources

Regarding the optimization of Human Resources, the hospital staff has increased considerably, especially in the last academic year, as shown in the following table:

<i>Contract</i>	2022-2023	2021-2022	2020-2021	Mean
<i>Internal</i>	20	15	14	16.3
<i>Residents</i>	0	0	0	0
<i>Clinical veterinarians</i>	12	12	9	10.7
<i>Teachers</i>	24	23	23	23.3
<i>PTGAS</i>	13	13	12	12.7
Total	69	62	58	63

*Specialization certificates

The above described has allowed an increase in the clinical capacity of the hospital and therefore the referral of cases to the HVULE has in turn increased. On the other hand, clinical veterinarians in the small animal area have been incorporated as associate professors in the Clinical Rotary subject (10th semester of the Degree in Veterinary Medicine).

• Empowerment of the Infrastructure/Facilities

After reviewing the infrastructure and equipment necessary for the operation of the hospital, the defective material was removed. Below is a list of the equipment that has been renewed recently:

- High-field Nuclear Magnetic Resonance Equipment, 3 Tesla Twinspeed model , General Electric brand
- Monitor multiparametric TESLA for resonance Magnetic Computed Axial Tomography (CT) Equipment , model Optima 540, General Electric brand
- Equipment Fluoroscopy Digital, model CIOS SELECT, brand Siemens
- Ultrasound ecodopler , brand General electric
- Radiology digital big animals, model Leonard wireless
- Laser surgical CO2 , _ model Smartwide 30W H.S., brand Leka .
- Equipment sterilization plasma peroxide of hydrogen, model SQ-DS60, MSO Brand
- Phacoemulsifier (ophthalmology)
- System of anesthesia and ventilation for big animals, model GA, Braun brand
- Videogastroscope big animals, brand AHOUA
- Apparatus dental INOVADENT CART with Oils compressor
- Ligasure
- Monitor Mindray
- EKG GE ELECTRIC
- Cages of hospitalization for cats.

On the other hand, a reform is being carried out in the large animal area, which is scheduled to be completed in March 2024. This reform includes the restructuring of this area, as well as the construction of a research area. in porcine, with an area for cardiovascular surgery, and the construction of a hayloft.

- ***Develop a program of postgraduate academic in the HVULE*** ❌

This action has not been initiated until now. After analyzing this strategy, and considering the new University Law, it might be more interesting to expand this type of training with the design of microcredentials.

- ***Consolidate the veterinary and biomedical investigation as strategic activity*** ■

Regarding the hospital's research work, it should be noted that it is a task quite active. A project (Axis Dental Prosthesis Laboratory) that HE this putting up in March inside of the hospital this related to the creation of dental prostheses for cattle and horses. The OBJECTIVE is to scan the animals' dentition to know the structure and arrangement of the teeth, make a mold of their dental arches and, in the future, be able to repair the teeth when they are worn, completing that tooth using resins. This reconstruction would allow maintaining teeth similar to those the animal had. when was further young and of this shape could leverage better, he food and maintain their production.

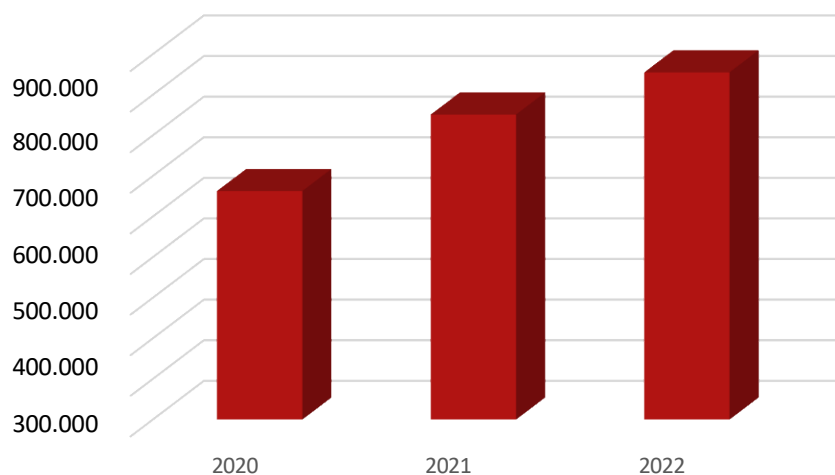
Finally, highlight the joint project that will be signed through a framework agreement of collaboration between the Foundation of the Capercaillie Cantabrian and the University of Leon. It is expected to design a scientific research program with the different departments of the University to define the normal values of hematology, blood chemistry, parasitology, microbiology, pathology, etc. of specimens of this species. It is also expected to carry out dissections, measurements and photographs, in the corresponding departments, to make a complete study on the normal anatomy and physiology of the Cantabrian Capercaillie, including, but not limited to, the bony skeleton and the morphology of the gastrointestinal, respiratory, cardiovascular, nervous and urogenital systems.

- ***Implementation of the clinical and diagnostic services*** ■

Although the clinical hospital has a wide variety in its catalog of services clinical and diagnoses, in this period temporary the VHULE have not included new additional services.

- ***Development of an economic strategy*** ✅

In order to establish a good economic strategy, the hospital annually publishes the budgets according to it that VHULE establish performances with those who get benefits. As you can find out, the trend of income from the veterinary hospital is positive.



- **Improvement of the attention to the customer**

Although improvements have been made in this field such as loyalty programs, discount for shelters, agreements with town councils for colony control or discounts for ULE staff, there is no possible to measure, nor surveys that allows us to see the evolution of the degree of loyalty.

- **Establishment of an effective policy of marketing**

This is a deficient objective that has not been updated, remaining pending for subsequent exercises.

- **Implantation of a Quality Assurance System**

This is a deficient objective that has not been updated, remaining pending for subsequent exercises.

STRATEGIC OBJECTIVE 2.2. SMALL ANIMAL CASELOAD

Evolution of the no. of cases of small animals in HVULE

	2020- 2021	2021/2022	2022/2023
CONSULTATION	2,314	2,904	3,748
REVISIONS	4,293	4,792	5,645
DIAGNOSIS BY IMAGE	1,320	1,527	2,677
SURGERY	736	856	937
HOSPITALIZATION	1,274	1,378	1,732
EMERGENCIES	1,063	1,383	1,778
TOTAL	11,000	12,840	16,517

This strategy has been implemented, as can be seen in the following table and figure, which show an increase in the number of cases involving small animals. This has been achieved through various actions, including:

- Collaboration agreements with animal welfare associations
- Agreements with Municipalities and civilian and military organizations
- Agreement with the Wildlife Care Service of the Junta de Castilla y León
- The VHULE has resumed the program whereby groups of five students perform castrations on dogs or cats I shelters.

STRATEGIC OBJECTIVE 2.3. LARGE ANIMAL CASELOAD

In this exercise, as shown in nest Table, there has been an increase in the number of large animal cases (horses, sheep, cows, and pigs) treated at the VHULE

	2020/2021 COURSE	2021/2022 COURSE	COURSE 2022/2023
CONSULTATION	147	224	196
REVISIONS	6	3	9
DIAGNOSIS BY IMAGE	35	57	120
SURGERY	28	27	36
HOSPITALIZATION	49	53	124
EMERGENCIES	54	58	56
TOTAL	319	422	541

STRATEGIC OBJECTIVE 2.4. IMPLICATION OF THE STUDENT IN THE EMERGENCIES

Since 2016, students have been collaborating with the emergency service within the Veterinary Hospital, which makes them fully involved

Number of emergence cases at the HVULE.

	01/09/2021- 01/31/2022	02/01/2022- 05/31/2022	01/09/2022- 01/31/2023	02/01/2023- 05/31/2023
Equine	16	25	8	19
Canine and Felina	359	305	535	455
Ruminants and Pigs	2	1	1	1
Birds and Exotics	42	36	64	52
TOTAL	419	367	608	527

From the data in this table, it is noteworthy that in one year (from 2022 to 2023) emergencies have increased by 349 cases, going from 786 to 1,135. Of the total number of cases that arrive at the hospital, 46% (the percentage coincides in both years) are attended to by students, which represents a fairly high participation in the emergency service.

STRATEGIC AXIS 3: RESEARCH

- **Dissemination of FVULE's research to students and staff** ■

This objective was based on the greater dissemination of the FVULE research seminars among student activity. To do this, the days would have to be published on a public calendar and accessible to all staff. Therefore, we could say that this objective is not completed, so it will be proposed for the next course. However, the research groups have been published on the faculty's website, which provides accessibility to anyone who wishes to consult the information ([link](#)).

- **Enhancement of the FVULE's research activity** ✓

Although there has not been an increase in the teaching and research staff in training at the FVULE, existing resources have been optimized. During this period, the following research projects have been carried out:

International Projects

Qualification	IP	Date of ini	Date End
SMALL RuminanTs breeding for Efficiency and Resilience.	Juan José Arranz Saints	11/01/2018	06/30/2023
Microbiome Applications for Sustainable food systems through Technologies and Enterprise	Avelino Alvarez Ordoñez	01/02/2019	07/01/2023
Stopping Transmission of intestinal Parasites.	Maria Martínez Valladares	01/10/2018	09/30/2023
Integration of genomics in surveillance and risks assessment for outbreak investigation.	Avelino Alvarez Ordoñez	09/01/2019	08/31/2020
Identification of risks factors and hotspots of antibiotic resistance along the food chain using next-generation sequencing.	Avelino Alvarez Ordoñez	01/01/2021	12/31/2021
Design of bio-based Thermoset polymer with rEcycling capabiliTy by dynaAmic bonds for bio-composite manufacturing	Carlos Barreiro Mendez	06/01/2022	11/30/2025
Delivery Soil improvers through improved recycling and processing solutions for food industry waste streams	Avelino Alvarez Ordoñez	06/01/2023	05/31/2027
Automatic and target surveillance of shorts tails and tail injuries in pig abattoirs	Hector Arguello Rodriguez	10/15/2023	10/14/2025
Fair, healthy and environmentally-friendly food systems desde primary production to consumption	ector Arguello Rodriguez	01/01/2024	12/31/2026

National Projects

Qualification	Name investigator major	Date Start	Date End Real
Paper of the conveyor ABCG2 and their polymorphisms in the excretion of agents antiparasitic and pesticides in milk of ruminants	ALVAREZ DE FELIPE, ANA ISABEL; MERINO PELAEZ, GRACIA	01/01/2019	06/30/2022
Function dual of the conveyor ABCG2 in the excretion of new flavor molecules and food contaminants including mycotoxins in milk of ruminants and exosomes	MERINO PELAEZ, GRACIA	09/01/2022	08/31/2025
Competence apoptotic against pathogens.	REGUERA TORRES, ROSA MARIA	09/01/2021	08/31/2024
New tools for the discovery of drugs and the detection of anthelmintic resistance against to nematodoses _ gastrointestinal in little ones ruminants.	MARTÍNEZ VALLADARES, MARÍA; BALAÑA FOUCE, RAFAEL	09/01/2021	08/31/2024
Agroecological sheep/goat production system based on the valorization of halophytes of saline areas in the Mediterranean basin (HaloSheep)	BALANA FOUCE, RAFAEL	05/01/2022	04/30/2025

Analysis of the paper of the brands epigenetic and of the variability genomics in the regulation of the transcription in fabrics of productive interest in dairy sheep.	ARRANZ SANTOS, JUAN JOSÉ; GUTIERREZ GIL, BEATRIZ	01/01/2019	09/30/2022
Function of p73 in the adhesive cell phone: implications in morphogenesis vascular, angiogenesis and cancer	MARIN VIEIRA, MARIA CARMEN	06/01/2020	05/31/2024
He stress in the reproduction of fish: transmission of the Negative effects to the progeny and development of new technologies for reverse them.	ROBLES RODRIGUEZ, VANESSA	06/01/2020	02/29/2024
mechanisms endurance natural and induced by the vaccination forehead to the paratuberculosis sheep	PEREZ PEREZ, VALENTIN	01/01/2019	09/30/2022
Answer immune and immunity trained in the phases initials of the paratuberculosis in the species sheep: vaccination and infection	FERNANDEZ FERNANDEZ , MIGUEL; PEREZ PEREZ, VALENTIN	09/01/2022	08/31/2025
Importance of the products vegetables of consumption in cool in the transmission of Enterobacteriaceae producing ESBL and guys pathogens of AND. coli .	RODRÍGUEZ CALLEJA, JOSÉ MARÍA; SANTOS BUELGA, JESUS ANGEL	06/01/2020	05/31/2023
Effect of the combination of physical exercise and quercetin and transplant of microbiota functionally intestinal protective or predisposing added with Akkermansia muciniphila in Models of NAFLD	SÁNCHEZ CAMPOS, SONIA GONZÁLEZ GALLEGO, JAVIER	01/01/2018	12/31/2020
Microbiota intestinal and damage hepatic by drugs (DILI). Transfer of profiles specific and modulation of microbiota in experimental models of DILI due to clavulanate .	GONZÁLEZ GALLEGO, JAVIER; SANCHEZ CAMPOS, SONIA	09/01/2021	08/31/2024
PAPER OF THE ACE2 AND THE SUPPLEMENTATION WITH VITAMIN d IN PHYSIOLOGICAL ADAPTATIONS TO STRENGTH TRAINING IN ELDERLY	CUEVAS GONZÁLEZ, MARÍA JOSE PAZ FERNÁNDEZ, JOSÉ ANTONIO DE	09/01/2022	08/31/2026
New strategies based on the technology of plasma for reduce the training of biofilms in the industry dairy.	LOPEZ FERNÁNDEZ, MARÍA MERCEDES	09/01/2021	08/31/2024
Assessment of sources and routes of transmission of resistances to antimicrobials in the meat industry and environments associates.	ALVAREZ ORDÓÑEZ, AVELINO PRIETO MARADONA, MIGUEL	09/01/2021	08/31/2025
Solutions bacterial for the assurance of the quality and security food (BASIQS)	ALVAREZ ORDÓÑEZ, AVELINO	12/01/2021	05/31/2024
Assessment of plasma-based technologies for toilet reconditioning of process toilet in fresh produces processing plants ace to sustainable water management strategy	LOPEZ FERNANDEZ, MARIA MERCEDES; ÁLVAREZ ORDÓÑEZ, AVELINO	12/01/2022	11/30/2024
Recovery of red beet waste to obtain products of high worth added to through of technologies innovative and sustainable	SOUSA OLIVEIRA, MARCIA PATRICIA	09/01/2023	08/31/2025
Exploitation of bacteria environmental adapted to the shortage of water for the engineering of bioprocesses in phase solid (SETH)	RODRIGUEZ OLIVERA, ELIAS LUENGO RODRIGUEZ, JOSÉ MARIA	01/01/2019	06/30/2022
Microbial formulation and validation of bioactive and lifespan-controlled bioplastics	BARREIRO MENDEZ, CARLOS	12/01/2022	11/30/2024
Biotechnological alternatives for the elimination of petrochemical plastic waste. Transition to sustainable ecological system	RODRIGUEZ OLIVERA, ELIAS LUENGO RODRIGUEZ, JOSÉ MARIA	12/01/2022	11/30/2024
WASTE AND BY-PRODUCTS IN DAIRY SHEEP FEEDING: RUMINAL FERMENTATION, POPULATIONS MICROBIAL, EMISSIONS OF METHANE, PRODUCTION OF MILK AND QUALITY OF THE PRODUCTS	RANILLA GARCIA, MARIA JOSÉ	09/01/2022	08/31/2026
Characterization of the signature microbial associated to the Celiac Disease. Impact of the diet in the gluten immunogenicity.	NAVASA MAYO, NICOLÁS; RODRÍGUEZ APARICIO, LEANDRO	09/01/2021	08/31/2024
New virus pigs causes of diarrhea in Spain.	CARVAJAL URUEÑA, ANA MARIA	06/26/2017	04/30/2021
Answer of the host and microbiome intestinal as targets in the control of the dysentery swine.	CARVAJAL URUEÑA, ANA MARIA; ARGÜELLO RODRIGUEZ, HECTOR	06/01/2020	05/31/2024
Characterization of the dynamic of endurance antimicrobial in production swine and environments associates through the use of techniques sequencing massive	ARGÜELLO RODRIGUEZ, HECTOR	09/01/2023	08/31/2025
Generation of a model knockout of the factors inducible by hypoxia for the improvement of the sensitivity to inhibitors Tyrosine kinase in the treatment of hepatocellular carcinoma.	MAURIZ GUTIÉRREZ, JOSE LUIS; TUÑÓN GONZÁLEZ, MARÍA JESÚS	09/01/2021	08/31/2024
Alternatives to the use of disinfectants in the industry targeted food to reduce the survival of "listeria monocytogenes and salmonella enteric" about the surfaces.	ALONSO CALLEJA, CARLOS	01/01/2019	09/30/2022
Novel therapeutic strategies against antimicrobial-resistant infections based on exosomal small RNA delivery - REXOMADE	LETEK POLBERG, MICHAL	11/01/2020	10/31/2022
Development of eco-sustainable systemic technologies and strategies in key Mediterranean crop systems, contributing to small farming socio-economical resilience (SUSTEMICROP)	RUBIO COQUE COKE, JUAN JOSÉ	07/01/2022	06/30/2025
LAM226 in the treatment of neuropathies: Development preclinical and new candidates. (NEUROPAT226)	LETEK POLBERG, MICHAL	06/07/2022	06/06/2025
Novel strategies of bacterial infection control	LETEK POLBERG, MICHAL	07/01/2023	06/30/2025

On the other hand, regarding the number of doctoral theses presented at the FVULE in 2022, there are a total of 9 theses and in 2023, 8 theses.

Although it does not depend directly on the Faculty, its research groups collaborate in the program of scholarships of home of summer of the University de León and tutor those students, Master's or Degree with 50% of the credits of his Title surpassed, that they get. In 2022 were a total five scholarships (4 Veterinary Medicine students and 1 Food

Science and Technology student) and in 2023 a total of 3 scholarships (students of Food Science and Technology).

STRATEGIC AXIS 4: DIFFUSION TO THE SOCIETY

STRATEGIC OBJECTIVE 4.1. PRESENCE OF THE FVULE IN THE SOCIETY OF LEÓN AND CASTILLA AND LEÓN

Within this objective, relationships with companies in the veterinary sector have been increased through external internship programs. Specifically, during the years 2022 and 2023, a total of 164 new agreements have been signed with companies. Additionally, on 06/30/2023, an agreement was signed with the Technical General Secretariat of the Ministry of Defense for collaboration with the Military Centers of Horse Breeding and the Applied Research Laboratory in carrying out external internships for Veterinary Degree students. Moreover, it is important to highlight the active presence of the dean's team at social events.

Finally, indicate the active presence of the Faculty in the media whenever there is an event of significant importance, events that are also advertised on the faculty's own website.

STRATEGIC OBJECTIVE 4.2. PROMOTION OF ACTIVITIES OF COLLABORATION WITH OTHER INSTITUTIONS

The main objective is to enhance the collaborative activities of the FVULE with other academic or private institutions, being a continuous process. to keep and increase to it long of the time. In this sense exists a close relationship of collaboration with the rest of the Faculties of Spain on a continuous basis, as well as with mobility activities between them.

STRATEGIC OBJECTIVE 4.3. DISSEMINATION TO SOCIETY OF THE RESEARCH ACTIVITY, RESULTS AND INNOVATION DEVELOPED AT FVULE

With the OBJECTIVE of greater dissemination of research activity, an annual calendar should have been published with the research activity carried out by the FVULE. However, this has not been done, so it will be proposed for future exercises. On the other hand, this is an ongoing objective, so the planning of conferences and workshops to disseminate knowledge will be maintained over the years; in fact, the intention is to intensify it.

STRATEGIC AXIS 5: RESOURCES AND INFRASTRUCTURES

STRATEGIC OBJECTIVE 5.1. HUMAN RESOURCES

In DEADLINEs of Faculty Human Resources, there has been a provision of Associate Professor positions associated with the Hospital and support services, resulting in clinical veterinarians being categorized as associate professors.

Reducing the average age of the teaching staff to ensure continuity is one of the Faculty's goals. However, achieving this objective in the short DEADLINE is challenging. While the average age of the teaching staff was 52 years during the period 2020-2022, it has increased to 53 years in 2022-2023.

STRATEGIC OBJECTIVE 5.2. MAINTAIN AND IMPLEMENT THE INFRASTRUCTURES OF THE FVULE

The last Strategic Plan has been very favorable regarding infrastructure renewal.

In 2022, the renovation of the north wing of the Faculty was achieved. A total area of 2,016.54 square meters was intervened, creating a lecture hall, five new classrooms, a computer room, four practical rooms, an office, a changing room, and a small locker area. Additionally, five rooms for group work or small seminars, a room for the Faculty library, and two storage rooms have been created.

With the OBJECTIVE of improving biosecurity and best practices in the facilities of the Veterinary Faculty, it is necessary to continue advancing in compliance with regulations regarding Occupational Health and Safety and Biosecurity.

The 2024-2029 Strategic Plan is developed in seven axes, including two new axes in accordance with the strategic lines formulated by the University of León for the academic years 2022-2023 and 2023-2024, which, moreover, align with the Sustainable Development Goals of the 2030 Agenda.

- **Employment:** The ultimate goal of the students of the Faculty once they graduate is their job placement. For this reason, it is essential to propose objectives for providing them with the necessary tools to face the job market and thus increase the employability of new veterinarians.
- **Internationalization:** In a globalized world it is essential to consider a program that encourages geographical mobility of students.

STRATEGIC AXIS 1: TEACHING

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
1.1. VETERINARY DEGREE PROGRAM	Update the curriculum of the Degree in Veterinary Medicine	<ul style="list-style-type: none"> - Review of the content of each subject and update it - Increase in clinical work - Unification of tests and teaching evaluation methodologies in different subjects - Improving English training 	<ul style="list-style-type: none"> - Curriculum Commission - Faculty Board - Vice-Rector's Office of Teaching Affairs 	Ongoing- July 2024	<ul style="list-style-type: none"> - Approval of the Verification Report proposal for the new Veterinary Degree to meet RD 822/2021 - Degree of student satisfaction with the training - Degree of teacher satisfaction with the training - Degree of satisfaction of the employers with the training

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
1.1. VETERINARY DEGREE PROGRAM	Veterinary Degree to 360 credits	<ul style="list-style-type: none"> - Revision of the application sent to the Conference of Deans of Increase of 60 ETCS (2 semesters) of the Veterinary Graduate Degree - Approval by the Ministry of Education - Introduction of itineraries of specialization 	<ul style="list-style-type: none"> - Dean - Conference of Deans - Statal authorities 	Ongoing- October 2025	- Official publication of the resolution of the Title Graduate in Vet of 360 ECTS
	Collaborating veterinarians of the large animal medicine practices	- Achievement of the <i>Venia Docendi</i> requested for collaborators or hiring of veterinarians as associate professors	<ul style="list-style-type: none"> - Deanery - Commission of practices External - Vice-rectorate of Faculty - Management of the ULE 	Ongoing- February 2026	- Achievement of the <i>Venia Docendi</i> for the collaborating veterinarians or hiring them as associate professors

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
1.1. VETERINARY DEGREE PROGRAM	Collaboration Agreements for the realization of supervised practices	<ul style="list-style-type: none"> - Elderly recognition to collaborating companies - Elderly control of the practices - Maintenance of the collaborating companies in internships 	<ul style="list-style-type: none"> - Deanery - Commission external internship - Responsible teachers of the supervised practices 	Permanent	<ul style="list-style-type: none"> - Issuance of the collaboration certificate at the time students are admitted to internships - Follow-up newspaper of practices through the DOTIA application - Renewal of the collaboration agreements
	Periodic evaluation and <i>curriculum</i> improvement	<ul style="list-style-type: none"> - Preparation of monitoring self-reports - Surveys of students and graduates - Decision making based on analysis of surveys and self-reports - Reports issued by the evaluation and quality office 	<ul style="list-style-type: none"> - Deanery - Office of evaluation and quality (OEC) of the ULE - Quality Commission 	Permanent	<ul style="list-style-type: none"> - Evolution in improvement plans included in self-reports of follow-up - Improvement of survey indicators - Favorable result of the EAEVE evaluation

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
1.2. IMPLEMENT ACTIONS ON MENTAL HEALTH	Provide tools to the student to avoid either reduce mental health disorders	<ul style="list-style-type: none"> - Promote the Tutorial action Plan - Realization of workshops of <i>Soft Skills</i> 	<ul style="list-style-type: none"> - Deanery of the FVULE - Psychological office of University - 	Permanent	- Improvement of the skills of students to manage their emotions
OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
1.3. POSTGRADUATE	Incorporation of new training programs based in microcredentials	- Study of microcredentials adapted to medicine, animal production and health, and food technology and public health	<ul style="list-style-type: none"> - Deanery - Interdepartmental commission for the design of programs of specialization - Board of Center - Vice-Rector's Office of Academic Organization 	January 2024- December 2025	- Definition of specific programs microcredentials _

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
1.4. CONTINUOUS TRAINING	Enlarge the opportunities of lifelong learning for veterinarians	<ul style="list-style-type: none"> - Know the continuous training needs of veterinarians to through of the Forum of the Profession (Veterinary Faculty, Council of Veterinary Colleges of Castile and Lion and Labor union of veterinarians of Castilla y León) to be able to establish the best offer of courses, conferences or workshops 	<ul style="list-style-type: none"> - Deanery - President of the Council of Veterinary Colleges of León Castilla y León - President of the Veterinary Union 	Permanent	<ul style="list-style-type: none"> - Number of continuing training participants - continuing training activities
	Proposals organization of conferences, courses and workshops	<ul style="list-style-type: none"> - Support from the dean's office in activities of organization of conferences, courses, conferences - Preparation of an annual report of activities of extension formative in the FVULE 	<ul style="list-style-type: none"> - Professors, departments, associations from students and others - Deanery 	Permanent	- Annual Memory of activities

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
1.5. IMPROVE STUDENT ASSESMENT	Using the logbook for assessing DIC competencies Standardizing the assessment methods for the subjects	<ul style="list-style-type: none"> - Designing an effective logbook for the assessment of Rotations - Validate and periodically review the assessment systems of the curriculum subjects. 	<ul style="list-style-type: none"> - Curriculum Commission - Dean Office - Faculty Board 	May 2024-December 2024	Publication of a printed or electronic logbook
1.6. TEACHING EVALUATION	Implement a system for teacher evaluation	<ul style="list-style-type: none"> - Establish the EvaDoc application as a teaching evaluation tool for teachers 	<ul style="list-style-type: none"> - Vice-rectorate of Professorate 	January 2024-December 2029	<ul style="list-style-type: none"> - Completion of all teaching evaluations through the EvaDoc application

STRATEGIC AXIS 2: VETERINARY HOSPITAL

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
2.1. ORGANIZATION, INFRASTRUCTURES AND ECONOMIC PLAN	Optimization of Human Resources	<ul style="list-style-type: none"> - Empowerment and recognition of the dedication of the teaching staff linked to the hospital - Establish a permanent training plan for the hospital 's resident veterinarians - Creating a questionnaire for appreciate the satisfaction of users in the Hospital - Incorporate the equine animal faculty as associate professors - Incorporation of European Diplomates to the HVULE staff 	<ul style="list-style-type: none"> - Vice-rectorate of faculty - Vice-rectorate of Academic Activity - Head of the hospital - Head of the FEGULEM 	Permanent	<ul style="list-style-type: none"> - Hospital capacity and clinical efficiency - Increase in referral of cases to HVULE - Degree of satisfaction of Hospital users - Increase the number of clinical veterinarians in the horse area - Increase in cases in the HVULE

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
2.1. ORGANIZATION, INFRASTRUCTURES AND ECONOMIC PLAN	Implementation of the clinical services and diagnoses	<ul style="list-style-type: none"> - Review of the Clinical Service catalog and diagnoses currently offered by HVULE - Establishment of new services that are considered strategic for the HVULE 	<ul style="list-style-type: none"> - Head of the hospital - Head of the (FGULEM) 	Permanent	<ul style="list-style-type: none"> - Increased capacity and efficiency of the HVULE - Increase of the referral of cases to HVULE
	Enhancement of the infrastructure/ facilities	<ul style="list-style-type: none"> - Revision of the state current of the infrastructure - Prioritize the needs infrastructure and provide those that meet the needs of clients and veterinary clinics in the region - Equipment renewals due to operation deficient - Reform of the area of large animals 	<ul style="list-style-type: none"> - Head of the hospital - Head of the Directorate of the (FGULEM) 	Ongoing- April 2024	<ul style="list-style-type: none"> - Increased capacity and efficiency of the HVULE - Increase in referral of cases to HVULE - Ending of the plays from the large animal area

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
2.1. ORGANIZATION, INFRASTRUCTURES AND ECONOMIC PLAN	Consolidate veterinary research and biomedical as a strategic activity	<ul style="list-style-type: none"> - Application for research projects - Foment the collaboration with other researchers in the field of human medicine - Access to research grants at the hospital 	<ul style="list-style-type: none"> - Head of the HVULE - FVULE research groups 	Permanent	<ul style="list-style-type: none"> - Request for research projects - scientific Publications of the research carried out in the hospital - Research scholarship offer
	Establishment of a marketing policy effective	<ul style="list-style-type: none"> - Develop a dissemination plan the services of the HVULE to veterinary professionals and clinics - Sending information about the HVULE to schools professionals and institutions and organizations in the field of veterinary medicine - Spread to through of the media the letter of services of the HVULE, features and prices Dynamize the website and use social networks 	<ul style="list-style-type: none"> - Head of the HVULE - Head of the FGULEM - Service of IT and ULE communications - Cabinet ULE Press 	January 2024- December 2025	<ul style="list-style-type: none"> - Increase in referral of cases to HVULE - Degree of satisfaction of veterinary clinics and professionals in the region

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
2.1. ORGANIZATION, INFRASTRUCTURES AND ECONOMIC PLAN	Development of an economic strategy	<ul style="list-style-type: none"> - Economic plan for sustainability effective of the HVULE - Increase of the income of the hospital through consultations and other clinical services - Search of ways external financing of HVULE 	<ul style="list-style-type: none"> - Head of the hospital - Head of the FGULEM 	January 2024-December 2029	<ul style="list-style-type: none"> - Increased capacity and efficiency of the HVULE - Increase of the income of the HVULE
	Implantation of a Quality Assurance System	<ul style="list-style-type: none"> - Creation of a Quality Commission of Veterinary hospital - Preparation of surveys for users of the veterinary hospital 	<ul style="list-style-type: none"> - Head of the HVULE - OEC 	January 2024-September 2026	- Biennial Study to know the satisfaction of internal and external users about the services offered

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
2.2. CASUISTRY OF SMALL ANIMALS	Increase in the number of cases of small animals in the HVULE	<ul style="list-style-type: none"> - Maintenance of agreements with associations and institutions - Establishment of agreements with private clinics for the referral of cases to the HVULE - Establishment of agreements with residences, shelters and others cores of small animals 	- Head of the HVULE	January 2024- December 2029	<ul style="list-style-type: none"> - Signing of agreements with animal protection associations, clinic associations or other entities - Increase significant of the number of cases of small animals received at the HVULE annually
	Implication of student in surgical procedures	- Conduct a survey to measure the degree of student satisfaction in surgical procedures	<ul style="list-style-type: none"> - Head of the HVULE - Deanery of the faculty 	Permanent	- Graduate satisfaction level with the clinical training

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
2.3. CASUISTRY OF LARGE ANIMALS	Increase of the number of large animal cases	<ul style="list-style-type: none"> - Promote the relationship with associations of clinical veterinarians of large animals and horses - Expand the number of clinical veterinarians in the equine medicine and surgery service (SMCE) - Increase Clinical Rotary credits dedicated to animal clinical practices of farms and equines - Increase the number of cases in horses 	<ul style="list-style-type: none"> - Head of the HVULE - Deanery of the FVULE - Commission of practices External of the FVULE - Rectorate of the ULE 	January 2024- December 2029	<ul style="list-style-type: none"> - Increase in the number of veterinarians in the Equine Surgery and Medicine Service - Reach a number of 10 days of dedication from student to farm animals and equine clinic - Increase in the number of farm animal cases and equine seen by the student - Graduate satisfaction level with the clinical training

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
2.4. IMPLICATION OF THE STUDENT IN EMERGENCIES	Increase of the number of emergency cases seen by the student	<ul style="list-style-type: none"> - Strengthening the emergency service at HVULE with direct involvement of students - Establishment of an agreement with private clinics to provide emergency services at the clinics in the HVULE - Increase in the number of collaborating veterinarians - Increase in the number of students doing internships in the service of emergencies 	<ul style="list-style-type: none"> - Head of the HVULE - Deanery of the FVULE 	Permanent	<ul style="list-style-type: none"> - Increase in the number of emergency cases seen by the student in the HVULE - Increase in the number of HVULE cases - Graduate satisfaction level with the clinical training

STRATEGIC AXIS 3: INVESTIGATION

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
3.1. INTERNAL DIFFUSION	Dissemination of FVULE's research activity to students, departments and research groups	<ul style="list-style-type: none"> - Organize information days for students about the FVULE groups and lines of research - Develop seminars research in the departments - Elaborate a catalogue of the lines and groups of investigation of the FVULE 	<ul style="list-style-type: none"> - Deanery of the FVULE - academic commission of the doctorate 	Permanent	<ul style="list-style-type: none"> - Calendar of conferences and seminars of FVULE research - Publication of the catalog of the FVULE research lines and groups
3.2. PROMOTION OF THE RESEARCH ACTIVITY	Enhancement of the research activity of the FVULE	<ul style="list-style-type: none"> - Take advantage of the resources available within the Faculty and University to finance interdisciplinary projects - Promote the participation of the veterinary hospital in research activities - Articulate mechanisms that allow those talented students to develop their potential in the field of research and that in the future guarantee his training for serve as a professor at FVULE 	<ul style="list-style-type: none"> - Deanery from I to FVULE - Departments of the FVULE - Head of the HVULE - academic commission of the FVULE - Vice-Rector's Office research _ - School doctorate _ of the ULE 	Permanent	<ul style="list-style-type: none"> - Number of research projects required by FVULE groups - Number of doctoral theses presented at FVULE - Increase in teaching and research staff in training at FVULE

STRATEGIC AXIS 4: DIFFUSION TO THE SOCIETY

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
4.1. PRESENCE IN CASTILLA AND LEÓN	Strengthening of the institutional presence of the Faculty Veterinary _in Leon and in the Autonomous Community	<ul style="list-style-type: none"> - Increase relations with public institutions of León, Province and Castilla y León - Increase relationships with private institutions and companies in the local and regional veterinary and food sector - Implement the relations external and Faculty marketing 	<ul style="list-style-type: none"> - Deanery of the FVULE - Vice-rectorate of Institutional Relations - ULE press Office 	Permanent	<ul style="list-style-type: none"> - Increase in the number of agreements with institutions and private companies - Active presence of the Dean' team in local and regional activities and events, university events and especially those related to the field of veterinary medicine. - Divulcation of the FVULE activities in the media

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
4.2. EXTERNAL COLLABORATION	Empowerment of the activities of collaboration of the FVULE with others academic institutions or private	<ul style="list-style-type: none"> - Strengthen external collaborations with other academic institutions - Strengthen collaborations with institutions public No university students in the agri-food and livestock field - Strengthen collaborations with private institutions and companies in the sector - Establish new agreements collaboration in all areas of interest for FVULE 	<ul style="list-style-type: none"> - Deanery of the FVULE - Vice-rectorate of Institutional Relations 	Permanent	<ul style="list-style-type: none"> - Increase in collaboration agreements with public institutions - Increase in collaboration agreements with companies in the veterinary, agri-food and livestock sectors
4.3. DISSEMINATION OF RESEARCH ACTIVITY	Diffusion to the society of research activity , developed results and innovation in the FVULE	<ul style="list-style-type: none"> - Plan conferences, conferences, etc., to disseminate FVULE discoveries and innovation to society's interest groups 	<ul style="list-style-type: none"> - Dean of the Faculty of Veterinary Medicine - Departments of the FVULE - Vice-Rectorate of Social Responsibility, culture and sports 	Permanent	<ul style="list-style-type: none"> - Annual calendar of dissemination activities for research activity - Research and innovation activities of the FVULE

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS COMPLIANCE
4.4. PROMOTE SOCIAL ACTION	Stock rise social by students with animal shelters	- Recognition of ECTS credits for volunteering with animal shelters	- Deanery of the FVULE - Head of the HVULE	Permanent	- Increase in the number of volunteers carried out by students in animal shelters

STRATEGIC AXIS 5: RESOURCES AND INFRASTRUCTURES

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS OF COMPLIANCE
5.1. HUMAN RESOURCES	Human resources strategy that guarantees the future of the teaching and research staff of the FVULE	<ul style="list-style-type: none"> - Develop a plan of renewal of the staff teacher of the FVULE - Request an increase in the number of clinical Associate Professor positions linked to the Veterinary Hospital and HVULE support services - Propose residency programs recognized by the Colleges Europeans of Veterinary Specialties - Strengthen clinical specialization of staff at the national level teacher related with the HVULE 	<ul style="list-style-type: none"> - Dean of the Faculty Veterinary - University Rectorate - Head of the HVULE - European Diplomates of the FVULE 	Permanent	<ul style="list-style-type: none"> - Increase in the number of young (junior) teachers at FVULE - Increase in the number of clinical associate professors - Decrease in the average age of FVULE teaching staff - Training of new European graduates

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS OF COMPLIANCE
5.2. INFRASTRUCTURES	Keep and implement the infrastructure of the Faculty of Veterinary Medicine	<ul style="list-style-type: none"> - Creation of the FVULE Infrastructure Committee - Request for infrastructure and equipment adapted to the European Higher Education Area - Improve the biosecurity in all dependencies of the FVULE, Hospital and Teaching Farm - Creation of the FVULE Biosafety Committee 	<ul style="list-style-type: none"> - University Rectorate - Management of the ULE - Dean's office - Head of the HVULE 	September 2020-December 2024	<ul style="list-style-type: none"> - Compliance of the biosafety standards at FVULE - Finish the plays farm remodel - Drafting of the protocol of biosecurity in the teaching farm - Carrying out renovations in the food pilot plant

STRATEGIC AXIS 6: EMPLOYMENT

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	INDICATORS OF COMPLIANCE
6.1. IMPROVE EMPLOYABILITY OF THE FACULTY STUDENTS	Improve the rates employability of graduates	<ul style="list-style-type: none"> - Faculty website - Performing fairs of employment 	<ul style="list-style-type: none"> - Deanery of the faculty Veterinary Faculty - ULE internship and employability office 	Permanent	<ul style="list-style-type: none"> - Improvement of the employability rate of FVULE graduates

STRATEGIC AXIS 7: INTERNATIONALIZATION

OBJECTIVE	STRATEGY	PLAN OF ACTION	RESPONSIBLE	DEADLINE	COMPLIANCE INDICATORS
7.1. PROMOVE THE INTERNATIONAL PROJECTION FROM THE UNIVERSITY OF LEÓN	To stimulate student mobility of the ERASMUS and AMICUS projects	<ul style="list-style-type: none"> - Promotion and diffusion of the journeys of presentation of the programs international by email - Advertising of the ERASMUS and AMICUS programs in the page Web 	<ul style="list-style-type: none"> - Vice-Rector's Office of internationalization - Deanery 	Permanent	International mobility programs