

MID-TERM ANALYSIS OF THE EAEVE STRATEGIC PLAN 2020-2025

As the only transnational non-governmental accreditation organisation for veterinary medicine in Europe, EAEVE has developed a strong commitment to the principles and application of Quality Assurance (QA). Three years after the approval of the **EAEVE Strategic Plan 2020-2025** (https://www.eave.org/fileadmin/downloads/statutes/Annex9_Strategic_Plan_and_SWOT_2020-2025.pdf) on 29 October 2020, it is time for EAEVE to evaluate the results and progress made in order to implement possible improvements.

PROGRESS OF THE STRATEGIC PLAN 2020-2025

Here we present the progress and results in the application of the EAEVE Strategic Plan 2020-2025 from October 2020 to October 2023.

The vision, mission, values and objectives of EAEVE remain unchanged.

Strategic goals linked to EAEVE's mission

❖ Representing and serving its members

- Contribution to advocacy towards national and international decision-making bodies, the public and all stakeholders about quality standards in veterinary education
 - EAEVE received invitations from national QA agencies and responded to meeting requests
 - EAEVE was represented at ENQA Forums and General Assemblies
 - National QA agencies' representatives participated in ESEVT Visitations
 - National QA agencies' representatives were invited and attended at EAEVE General Assemblies
 - ENQA acknowledgement – EAEVE is compliant with all ESGs and received confirmation of renewal of full membership
 - EQAR listing – EAEVE is compliant with most ESGs and received confirmation of renewal of full membership
 - Revision of Annex V of the Directive
 - Growing number of publications mentioning EAEVE (compilation by CIQA)
 - Participating in or having an advisory role in projects funded by Erasmus+
- Demonstrating the necessity to build veterinary education on a solid research base

- VTH Working Group – preliminary results of the survey presented at the 36th EAEVE General Assembly
- Explaining the quality assessment system and the status of each member and publishing data about veterinary education
 - SOP 2019 (Standard 11 incorporated in all Standards/Areas)
 - QA Experts in each ESEVT Visitation team
 - All Experts trained and involved in QA issues
 - SOP 2023 approved by the GA2023
- Serving members by sharing data and promoting courses to improve the quality of veterinary education
 - Annual webinar with the Director of ESEVT
 - E-learning course mandatory for all new Experts and available to all Experts

❖ **Driving harmonisation of veterinary education**

- Acting as chief accrediting body in the quality assurance of veterinary education including its links with professional knowledge, research and veterinary services
 - ENQA acknowledgement -> 20 suggestions and further recommendations
 - EQAR listing -> ESG 2.5 & ESG 3.1 partial compliance
- Regular updating of the standards
 - Permanent SOP WG
 - SOP 2023 approved by the 36th EAEVE General Assembly
- Supporting, upon request, all establishments in developing and strengthening their educational program
 - Information Session
 - Preliminary Visitation
 - General Assembly Educational Day
 - Webinar upon request with the Director of ESEVT
- Monitoring quality standards for members
 - ESEVT – running even during COVID, all postponed Visitations have been completed within 2 years
 - 7-year cycle of ESEVT Visitations

- Interim Reports regularly submitted by all member VEEs

❖ **Stimulating constant improvement in the quality of veterinary education**

- Constant monitoring of new challenges
 - COVID-19 (an analysis of hybrid visitations by CIQA serving as one basis for decision-making)
 - War in Ukraine
 - Shortage of veterinarians
 - Distributive model in veterinary clinical education
 - AI in veterinary education
 - Regular analysis of PVFs by CIQA and reporting any new issue occurring
 - Regular reporting on the regional situation by the members of the Executive Committee
 - Annual Regional meetings with the President of EAEVE
- Observation of innovative solutions developed by members
 - Online educational tools triggered by COVID (GA2021)
 - VetRepos
 - E-logbook Working Group
- Promoting the exchange of information between members
 - Annual Regional meetings with the President of EAEVE
 - General Assemblies and Educational Day
 - Working Groups
- Engaging in global networks and surveys relating to quality assurance
 - ENQA meetings and QA seminars, QA survey
 - Attending FVE, IVSA, AVMA annual meeting
 - International Accreditors' Working Group (IAWG)

SWOT ANALYSIS

For Strategic Plan 2020 - 2025

MEMBERSHIP

| ITEM | STRENGTHS | WEAKNESSES | OPPORTUNITIES | THREATS |
|-------------------|---|--|---|--|
| Membership | <ul style="list-style-type: none"> – Well-defined membership – Extensive membership throughout European Establishments (almost 100% of the European Establishments are members) | <ul style="list-style-type: none"> – Full member reclassified as Candidate member – Heterogeneity of Establishments' background and conditions – No procedure in place to help members after receiving non-accreditation status | <ul style="list-style-type: none"> – Membership requests by an increasing number of non-European Establishments who want to use the ESEVT system | <ul style="list-style-type: none"> – Shortage of funding for veterinary education in Europe – No systematic contact with national accreditation bodies |

GOVERNANCE

| ITEM | STRENGTHS | WEAKNESSES | OPPORTUNITIES | THREATS |
|------------------|---|---|---|---------|
| President | <ul style="list-style-type: none"> – Good support from the membership – Expertise in management and strategic governance – Experience in ESEVT | <ul style="list-style-type: none"> – No full dedication to EAEVE | <ul style="list-style-type: none"> – Recognition by stakeholders (FVE, EBVS) – The new proposed duration of the mandate (3+3 years) may result in a more secure position – Good relations and strong communication with members through annual Regional webinars | - |

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| <p>ExCom</p> | <ul style="list-style-type: none"> – Full representation of each region through direct election – Good experience in management and strategy – The Committee on Internal Quality Assurance (CIQA) has an important role in internal QA and in support of the ExCom | <ul style="list-style-type: none"> – Dissemination and collection of information and interaction with members of the regions is highly dependent on the activities of the individual representatives – No experience in ESEVT and knowledge of the Statutes and SOP required – Members must rely on the institutional memory of the President and office staff | <ul style="list-style-type: none"> – Consideration of geographic particularities by regional representation | <ul style="list-style-type: none"> – The increasing number of membership requests from additional European countries will raise questions about regional representation |
| <p>General Assembly</p> | <ul style="list-style-type: none"> – Member attendance – Strong support on key decisions (2/3 majority for the Statutes) – The Committee on Internal Quality Assurance (CIQA) has an important role in internal QA and in support of the General Assembly | <ul style="list-style-type: none"> – Different levels of English among members – Diversity of interest and perception of quality – Different level of knowledge of the rules of the association between members | <ul style="list-style-type: none"> – Sharing experience, discussion and cooperation between members – Increasing the quality of veterinary education | <ul style="list-style-type: none"> – Only one decision-making body each year – Over-consideration of external parameters (finances) could have an impact on quality principles |

MANAGEMENT

| ITEM | STRENGTHS | WEAKNESSES | OPPORTUNITIES | THREATS |
|---------------------------------|---|--|--|---|
| <p>Director of ESEVT</p> | <ul style="list-style-type: none"> – Experience in academic, management and ESEVT required in the application process – Long-time experience for the job and well-recognized by ExCom and members | <ul style="list-style-type: none"> – No process in place to organise the transfer of knowledge to someone else if a change is needed for any reason – Adaptation to new governance (President, ExCom) could be challenging | <ul style="list-style-type: none"> – Contact with other QA evaluation systems – Contribution to the credibility of the ESEVT on members and stakeholders | <ul style="list-style-type: none"> – Discordance between the political decisions (President, ExCom, GA) and leadership of the Director |

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| | <ul style="list-style-type: none"> – Excellent knowledge of membership | | | |
| Office | <ul style="list-style-type: none"> – Well-established job descriptions, and well-defined duties through task follow-up – Experienced staff being able to maintain a high level of quality and knowledge of the process – Sufficient experience for some of the office employees to allow transmission of knowledge | <ul style="list-style-type: none"> – Diversity of tasks in a limited period and high workload all over the year – Small team subject to potential overload if any problem arises with one or more members of the staff | <ul style="list-style-type: none"> – Highly attractive job – Enhance contact with stakeholders' institutions and other QA agency staff | <ul style="list-style-type: none"> – Increasing number of new solicitations |
| Finances | <ul style="list-style-type: none"> – Independence of funding – Efficient cost/benefit operation – Strict rules and strong follow-up of the financial trends and respect for budgeted figures – With the introduction of the Merged Membership and Evaluation Fee (MEF), the annual income is stable and fixed | <ul style="list-style-type: none"> – No national government financial support | <ul style="list-style-type: none"> – Increasing the number of members and Visitations – If an increase in the MEF is to be introduced, the burden on an annual basis is relatively small to help the members | |

ESEVT

| ITEM | STRENGTHS | WEAKNESSES | OPPORTUNITIES | THREATS |
|-------------|------------------|-------------------|----------------------|----------------|
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| <p>Evaluation System</p> | <ul style="list-style-type: none"> - Quality recognized by ENQA accreditation of EAEVE - Well-established and experienced system run and developed in collaboration with the veterinary profession - Continuous improvements based on system analysis and monitoring post-visitation questionnaires - Transparent results open to the public - Harmonization of veterinary training without homogenization - The Committee on Internal Quality Assurance (CIQA) has an important role in internal QA and in support of the ESEVT | <ul style="list-style-type: none"> - Lack of legal basis or official mandates for evaluation system and the consequences of outcomes | <ul style="list-style-type: none"> - The only regulated profession-specific accrediting peer-review system in Europe - Evaluation system used by non-European countries to build their own system - Following ENQA accreditation to be legally recognized by national authorities as an accreditation agency for VEEs in European countries - Be an active and strong player in supporting the development of quality teaching in Europe and all over the world | <ul style="list-style-type: none"> - New challenges of the profession and new organization of veterinary teaching could be difficult to take into consideration to maintain high-quality standards - Poor recognition of outcomes of evaluations by a few national governments |
| <p>Coordinators</p> | <ul style="list-style-type: none"> - Highly engaged in the process and very professional - Allow permanent respect for the procedure and harmonization of the Visitation process and report drafting - Contribution to the training of new experts - Good support from the Director and working well together as a group | <ul style="list-style-type: none"> - Only part time-dedication, which can induce overload of work and delays | <ul style="list-style-type: none"> - Monitor and develop the quality and repeatability of the evaluation process | <ul style="list-style-type: none"> - Discordance with team members or ECOVE on decision-making |

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| Experts | <ul style="list-style-type: none"> - Independent (non-paid), highly motivated and qualified - Mixing practitioners and academic experts in the same team and systematic involvement of students - E-learning system | <ul style="list-style-type: none"> - Insufficient number in some disciplines, renewal is not always efficient - Difficulty to engage and teach student experts | <ul style="list-style-type: none"> - Develop international peer review, to exchange expertise - Annual webinar with the Director to learn about the latest ESEVT developments | <ul style="list-style-type: none"> - Decrease of mobilization of experts and competition with national accreditation agencies |
| ECOVE | <ul style="list-style-type: none"> - Experienced Experts with high motivation and dedication - Handover procedure for new ECOVE members to smoothen the transition | <ul style="list-style-type: none"> - ECOVE members are not allowed to be experts during their term | Strengthen communication and working relations with Coordinators (i.e. debriefing with Coordinators' meeting) | <ul style="list-style-type: none"> - No competency assessment and appropriate training - Overload before and during meetings |



Tracking system

**Mid-Term Analysis of the EAEVE Strategic Plan 2020-2025
SWOT Analysis Update**

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| | Prepared by: | Reviewed by: | Approved by: |
| Name: | EAEVE Office CIQA | EAEVE Office, ExCom CIQA | EAEVE ExCom |
| Date: | Between 18/07/2023 – 12/12/2023 | Between 19/12/2023 – 05/02/2024 | on 21.02.2024 |