

## 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](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 36<sup>th</sup> 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 36<sup>th</sup> 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
<b>Membership</b>	<ul style="list-style-type: none"> <li>– Well-defined membership</li> <li>– Extensive membership throughout European Establishments (almost 100% of the European Establishments are members)</li> </ul>	<ul style="list-style-type: none"> <li>– Full member reclassified as Candidate member</li> <li>– Heterogeneity of Establishments' background and conditions</li> <li>– No procedure in place to help members after receiving non-accreditation status</li> </ul>	<ul style="list-style-type: none"> <li>– Membership requests by an increasing number of non-European Establishments who want to use the ESEVT system</li> </ul>	<ul style="list-style-type: none"> <li>– Shortage of funding for veterinary education in Europe</li> <li>– No systematic contact with national accreditation bodies</li> </ul>

#### GOVERNANCE

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

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

## MANAGEMENT

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

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

**ESEVT**

<b>ITEM</b>	<b>STRENGTHS</b>	<b>WEAKNESSES</b>	<b>OPPORTUNITIES</b>	<b>THREATS</b>

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

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



**Tracking system**

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

	Prepared by:	Reviewed by:	Approved by:
Name:	EAEVE Office CIQA	EAEVE Office, ExCom CIQA	EAEVE ExCom
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