

# ANALYSIS OF THE STRATEGIC ENVIRONMENT OF THE FACULTY OF ENGINEERING

## ANALYSIS OF EXTERNAL ENVIRONMENTAL FACTORS (PESTET) THAT MAY INFLUENCE THE ACTIVITIES OF THE FACULTY OF ENGINEERING IN 2022-2024

Groups of factors	Factors and their expression	Potential vector of impact	Evaluation (on the 5-point scale)*
Political factors	Agriculture and forestry policy (BŪŽP 2021-2027), European and national research programmes are associated with the EU's Green Deal policy, climate change mitigation, agriculture, sustainability. This requires scientific research, on the basis of which innovations and new competences are created.	Possibility	5
	The priorities identified in the 2021 - 2024 programme of the Government of the Republic of Lithuania are related to the green deal policy, and digitalization is also in line with the mission of the Faculty of Engineering.	Possibility	3
	The national policy for the training of agricultural and water engineering specialists is inadequate for the expectations of the agricultural sector.	Threat	4
Economic factors	There is an increasing need for healthy food, mitigating the impact of climate change, increasing the use of renewable energy sources, and maintaining sustainability.	Possibility	3
	The need for specialists in the agricultural and water engineering sector is more than 5 times higher than the number of them being trained.	Possibility	5
Social factors	The diminishing impact of the demographic gap and migration abroad on studies.	Possibility	2
	Low attractiveness of study programmes related to land and water engineering for young people with high secondary education achievements.	Threat	4
	Poorer conditions for students from peripheral regions to achieve the necessary skills to enter universities.	Threat	3
Technological factors and science	The accelerating rates of technological progress in agricultural and water engineering (digitalization, robotics, smart engineering, sustainability preservation).	Possibility	5
	The rapidly growing needs for new knowledge and future competences in agriculture and water management, which determine the speed of updating engineering science study programmes.	Possibility	3
	New teaching research technologies and new didactic models are penetrating study and research processes.	Possibility	2
Ecological factors	On the basis of the EU's Green Deal policy, priority attention is given to the greening of agriculture, the "return to nature" of agricultural areas, the preservation of biodiversity, and an ecological lifestyle.	Possibility	2
Legal factors	The conditions of admission to state-funded undergraduate study programmes are unfavourable for study programmes related to agriculture and water engineering.	Threat	3

\*Evaluation on the 5-point scale:

- very important opportunity – 5 points, ..., unimportant opportunity – 2 points;
- very important threat – 5 points, ..., unimportant threat – 2 points.

ANALYSIS OF THE INTERNAL FACTORS OF THE FACULTY OF ENGINEERING FOR THE PREPARATION OF STRATEGIC ACTIVITIES FOR THE PERIOD 2022-2024

Groups of factors	Factors and their expression	Character	Evaluation (on the 5-point scale)*
Scientific research	A breakthrough has been achieved in the publication of research results in international scientific journals with an impact factor	Strength	4
	Leadership at the national level, partly also at the international (regional) level in the field of bio-economy development research is emerging	Strength	3
	Good care of laboratory and other scientific equipment	Strength	3
	Although growing, competitiveness is still insufficient in the field of large-scale national and international scientific projects	Weakness	3
	Different involvement of teachers and researchers in research, in terms of systematicity, consistency, depth of research and scientific achievements	Weakness	3
	Emerging problems of quality training and adaptation of young scientists	Weakness	3
	The insufficient degree of the use of laboratory and other scientific equipment	Weakness	2
	Low and insufficiently effective involvement in international scientific platforms	Weakness	2
Studies	Leading positions in the country (the only university institution) in training agricultural engineering, soil moisture regulation, land use planning specialists (LTQF level 6 and 7) for agriculture and water management	Strength (along with weakness)	4
	Modern and attractive study infrastructure (auditoriums, laboratories, audiovisual equipment)	Strength	4
	Conditions have been created for faculty students to develop their cognitive, individual and social abilities according to liberal arts principles	Strength	2
	Critically decreasing number of students in first-cycle engineering science study programmes. Practically, the first-cycle engineering study programmes of hydraulic engineering, land use planning etc. have disappeared	Weakness	5
	Low profitability of many first-cycle engineering science study programmes	Weakness	3
	Foreign students have not been attracted to consecutive studies	Weakness	3
	Insufficient acceleration of updating study programmes, interdisciplinarity, integration of future competences, application of new educational technologies	Weakness	3
	Low student engagement in international academic exchanges, research, educational activities and volunteering	Weakness	3
Insufficient use of good quality study infrastructure (auditoriums, laboratories, etc.) in the study process due to the decreasing number of students	Weakness	2	

	There is no unity and systematicity in the organization of marketing of studies, popularization of study programmes, and publicity of the quality and results of studies	Weakness	2
Partnership, research and study services	Developed partnership with agribusiness and social partners	Strength	4
	Undeveloped laboratory, expert, consulting and other services for agribusiness, the public sector, other scientific and study institutions	Weakness	4
	Inadequately developed retraining services for specialists in sectors related to the mission of the VMU Agriculture Academy and the faculty, as well as services for improving the competences of managers and specialists	Weakness	2
	Non-involvement in the development, improvement, and support of agricultural and other national and international integrated information systems	Weakness	2
Community, structure and management	Community focus when accepting external challenges, reorganization processes, tolerance for insufficient motivation	Strength	4
	Obvious signs of the decline of the academic community, with a strong dependence of teaching positions on the number of students	Weakness	3
	For most employees, the salary is not motivating to achieve good results	Weakness	2
	Deteriorated strategic management, which led to the non-resistance to political pressure to merge universities	Weakness	2
	Underdeveloped science management internal services for scientists. Functionally, structurally and financially, the conditions for providing these services have not been created	Weakness	2
Environment, general infrastructure, other factors	Unique academic campus, attractive geographical location	Strength	4
	Many infrastructure spaces (Experimental Station, Educational Farm, etc.) are not sufficiently open to the public, especially businesses and future students	Weakness	2

\*Evaluation on the 5-point scale:

- very important strength - 5 points, ..., unimportant strength - 2 points;
- very important weakness - 5 points, ..., unimportant weakness - 2 points.

**SWOT ACTIVITIES OF THE FACULTY OF ENGINEERING**

<b>Strengths</b>	<b>Weaknesses</b>
Developed partnership with agribusiness and social partners	Critically low number of students in I-cycle engineering science study programmes
Unique study programmes in engineering sciences	Low participation of students in international academic exchange programmes, absence of foreign students
Bringing the community together to meet external and internal challenges	The involvement of some teachers and researchers in research is still weak
High pedagogical and scientific competence of teachers and researchers, good study and research infrastructure	Insufficiently developed laboratory, expert, consulting services
<b>Opportunities</b>	<b>Threats</b>
The need for agriculture and water engineering specialists is more than 5 times higher than what they are being trained for	The national policy for the training of agriculture and water engineering specialists is inadequate for the expectations of the agricultural sector
The rapidly growing needs of new knowledge and future competences in agriculture and water management	Low attractiveness of study programmes related to agriculture and water engineering
EU and national Green Deal policy priorities favour the development of scientific research in the field of technological sciences	Inferior conditions for students from peripheral regions to achieve the abilities to enter agricultural and water engineering university study programmes
The accelerating rates of technological progress in agriculture and water management domain (digitalization, robotization, smart engineering, preservation of sustainability) are rapidly increasing the needs for scientific, consulting and qualification improvement	Accreditation or non-accreditation of the fields of study in engineering sciences in which the studies are conducted for a period of 3 years

VYTAUTAS MAGNUS UNIVERSITY

STRATEGIC PLAN OF 2022-2024 ACTIVITY OF THE FACULTY OF ENGINEERING OF THE AGRICULTURE ACADEMY TARGETED INDICATORS UP TO YEAR 2027

Goal I - Studies													
No.	Goals, objectives, measures of the Academy of Agriculture	Interfaces with VMU strategic plan measures (measure no.)	Dates of the achievement of the goals and objectives and the implementation of measures of the Academy of Agriculture	Indicators of the achievement of the goals and objectives of the Academy of Agriculture and the implementation of measures carried out by the departments	Numeric values of the AA indicators implemented by the department	Goals, objectives, measures, etc. of the strategic plan of the Faculty of Engineering	Internal departments implementing objectives, goals and measures	The internal department's implemented indicators of AA and their numeric values up to year 2027	Coordinating the implementation of activities and performing monitoring on the scale of the Faculty of Engineering	Values of the Faculty of Engineering			
										Fact 2021 (for comparison)	Plan 2022	Plan 2023	Plan 2024
1.	To meet the needs of the agriculture, forest and water management domains, their infrastructure, and the related public institutions and communities for the LTGF level 6 and 7 specialists	Direction 3	2027	The degree of satisfaction of the prognostic need of specialists, expressed in percent	At least 60	To prepare agricultural and water management engineering specialists of the levels 6 and 7 LTGF		At least 60	Dean				
1.1.	To increase the number of students from Lithuania in I and II cycle study programmes	x	2027	Number of students as on 1 October	2250	To search for students according to the annually approved marketing plan of the Academy of Agriculture, supplemented by faculty-specific measures	Study programme committees, departments	400	Dean	300	310	330	350
1.1.1.	Group of measures – joint coordinated actions with business and social partners regarding the improvement of admission conditions and financing of studies	x	2027	The number of students admitted to the first-cycle study programmes	300	Group of measures – joint coordinated actions with business and social partners regarding the improvement of admission conditions and financing of studies	Study programme committees, departments	60	Dean	23	30	35	40

1.1.1.2.	To prepare the concept of conditions for the admission of persons to agricultural study programmes and present it to the authorities of the Republic of Lithuania	3.2.2.1 3.2.2.2	2022 (and necessary adjustments in subsequent years)	Concept	1	To delegate a faculty representative to the working group	Departments		Dean				
1.1.1.3.	To initiate the inclusion of study programmes for agriculture in the lists of priority study programmes in the ministries of the Republic of Lithuania (The Lithuanian Academy of Sciences, Ministry of Agriculture of the Republic of Lithuania as needed and others)	x	Every year	The number of study programmes of the Academy of Agriculture included in the priority lists	2021–2026 2022–2027 2023–2027 2024–2027 2025–2027 2026–2027	To participate in the compilation of lists of priority study programmes	Departments		Dean				
1.1.2.	Group of measures – partnerships with non-university schools of higher education, vocational training institutions, and the authorities on joint preparation of the specialists. Consolidation of vocational training	x	2027	Number of the graduates from non-university schools of higher education admitted into the bridge studies	85	To publicize bridge and master's degree programmes from non-university schools of higher education preparing professional bachelors of engineering and technological sciences	Study programme committees, departments	60	Dean	46	60	60	60
				Number of the persons holding vocational qualifications admitted into the first-cycle study programmes	20	To publicize study programmes in vocational training institutions	Study programme committees, departments	5	Dean, study programme committee chairpersons	0			

1.1.2.1.	To renew or conclude new cooperation agreements with colleges and vocational training institutions	x	2021–2023	Number of cooperation agreements	20	To renew or conclude new cooperation agreements with colleges and vocational training institutions	Departments	5	Dean	1	1	1	1
1.1.2.2.	Together with the colleges, prepare common college study programmes (agricultural engineering, agrotechnology, etc.), involving the teachers of the Academy of Agriculture in their implementation and using the infrastructure of the Academy of Agriculture	x	2022 2023	Joint study programmes with non-university schools of higher education	2	To prepare a common collegiate study programme together with the non-university schools of higher education, involving the teachers of the Academy of Agriculture in their implementation and using the infrastructure of the Academy of Agriculture	Departments		Dean			1	
1.1.2.4.	To prepare conditions for the use of the Academy of Agriculture's infrastructure (laboratories, study rooms, other infrastructure objects) for collegiate studies, professional practices, and educational excursions	x	2022	Set conditions (document)	1	To delegate a faculty representative to the working group	Departments		Dean		1		
1.1.3.	Group of measures - educational support for those who intend to enrol and have enrolled in the VMU Academy of Agriculture	x	2027	Number of persons who have completed the programme of preparation for the studies	100	To provide educational assistance to those intending to enrol and those enrolled in the Faculty of Engineering			Dean				
1.1.3.3.	To conduct additional educational courses for first-year students to	x	Every year	Number of educational courses	12	To conduct introductory week events		3	Dean		3	3	3

	strengthen socialization and integration into university activities												
1.1.3.6.	To conduct additional educational courses for first-year students to strengthen socialization and integration into university activities	3.1.5.3	2025	Academy of Agriculture - the number of cases of student mentoring	15	To involve students of the Faculty of Engineering in the activities of the student mentoring programme			Dean				
1.1.4.	Group of measures – popularization of study programmes	x	2027	Percentage of those who chose to study at the Academy of Agriculture as their first priority	50	To popularize the study programmes according to the approved marketing plan of the Academy of Agriculture, supplemented with specific measures of the faculty	Study programme committees, departments	50	Dean				
1.1.4.1.	To create a study marketing strategy for Lithuanian and foreign students, including the alumni network	3.4.3.1	2021	The Academy of Agriculture - part of the strategy adapted to the Academy	1	To delegate faculty representatives to the preparation of the marketing strategy for Lithuanian and foreign students			Dean				
1.1.4.2.	To prepare a plan of specific activities carried out by the University's departments aimed at attracting motivated students and to implement it	3.4.3.2	2021	The Academy of Agriculture - part of the strategy adapted to the Academy	1	To delegate a faculty representative to the working group			Dean				
1.1.4.3.	To organize events during which direct contact with pupils would be created, with the aim of gathering a network of pupils' ambassadors, involving them in already ongoing university activities	3.4.3.3	Constantly	Academy of Agriculture - number of ambassadors (pupils and students)	20	To participate in building a network of ambassadors (pupils and students).		4	Dean		4	4	4



1.1.5.	Group of measures - improvement of graduate career monitoring	x	2027	Share of employability of graduates according to acquired qualification (1 year after graduation), expressed in percent	85	Improvement of study programmes, taking into account the needs of employers		85	Study programme committee chairpersons				
1.1.5.4.	To conduct annual analyses of the employability of graduates of the Academy of Agriculture (integrating the comparison with the indicators of the STRATA professional information tool, as well as with the international analysis of the average salary)	x	Every year from 2022	Employment analysis	From 2022, 1 every year	To carry out an employability analysis of each study programme			Study programme committee chairpersons				
1.1.5.6.	To expand personal counselling activities focused on the ability to plan one's career, to discover a professional identity and to acquire comprehensive knowledge and skills necessary to successfully establish oneself in the labour market, and to increase the inclusion of career competence development in the study process	3.1.6.3	Constantly			To participate in activities organized by CC			Dean				
1.2.	To increase the number of students from abroad	x	2027	Number of students from abroad as on 1 October	250	To prepare study programmes for foreign students (individual and double degree) and students	Study programme committees, departments	50	Dean	0	6	10	15

						coming under exchange programmes according to separate groups of study subjects							
1.2.1.	Group of measures - strengthening partnerships with foreign universities in the field of studies.	x	x	The number of students of the Academy of Agriculture participating in double degree study programmes	50	Strengthening partnerships with foreign universities in the field of engineering studies		10	Dean				
1.2.1.1.	To establish partnerships with Western European universities for the preparation and implementation of double degree study programmes	3.2.4.2, 3.5.1.4.	2022-2025	Number of agreements for double degree study programmes	2	To establish partnerships with Western European universities for the preparation and implementation of double degree engineering study programmes	Study programme committees, departments	1	Dean				
1.2.1.2.	To establish partnerships with Eastern European and Asian universities for the preparation and implementation of double degree study programmes	3.2.4.2	2022–2024	Number of agreements for double degree study programmes	5	To establish partnerships with Eastern European and Asian universities for the preparation and implementation of double degree engineering study programmes	Study programme committees, departments		Dean	1			1
1.2.1.3.	To prepare and implement double degree study programmes	-	2027	Number of double degree programmes running	10	To prepare and implement double degree engineering study programmes	Study programme committees, departments	2	Dean			1	1
1.2.3.	Group of measures - improvement of international marketing	x	x	Share of foreigners in total student enrolment, expressed in percent	At least 10	To participate in the development of international marketing		At least 10	Dean				
1.2.4.	Group of measures – improvement of ways, methods and technologies of organizing studies for foreigners	x	2027	Number of programmes delivered to foreigners remotely	5	To participate in the implementation of individual engineering study courses			Dean				

1.3.	To improve the quality of specialist training (studies) by responding to the needs of society, employers and students	x	2027	Percentage of study accredited for 7 years	At least 70	To prepare and implement study quality improvement plans for ongoing engineering study programmes	Study programme committees	At least 70	Dean, Study Program Committee Chairpersons				
------	---	---	------	--	-------------	---	----------------------------	-------------	--	--	--	--	--

VYTAUTAS MAGNUS UNIVERSITY

STRATEGIC PLAN OF ACTIVITIES OF THE FACULTY OF ENGINEERING OF THE AGRICULTURAL ACADEMY FOR 2022-2024 AND TARGETED INDICATORS UP TO YEAR 2027

Goal II - Research (responsible in the faculty are heads of departments)													
No.	Goals, objectives and measures of the Academy of Agriculture	Interfaces with VMU strategic plan measures (measure no.)	Dates of the achievement of the goals and objectives and the implementation of measures of the Academy of Agriculture	Indicators of the achievement of goals and objectives of the Academy of Agriculture, implementation of measures, carried out by the department	Numeric values of indicators of the Academy of Agriculture implemented by the department	Goals, objectives, measures, etc. of the strategic plan of the Faculty of Engineering	Internal departments implementing objectives, goals and measures	Indicators of the Academy of Agriculture implemented by the internal department and their numeric values in 2027	Coordinating the implementation of activities and performing monitoring on the scale of the Faculty of Engineering	Values of the Faculty of Engineering			
										Fact of the year 2021 (for comparison)	Plan for 2022	Plan for 2023	Plan for 2024
2.	To develop the fundamental and applied research and R&D in the priority research areas that are in line with the EU's Green Deal policy	Direction 2	2027	Annual scientific output according to the methodology of the Research Council of Lithuania, per FTE unit, expressed in points: - in the fields of agriculture, technology and natural sciences - in the field of social sciences	12,0 25,0	To develop fundamental, applied research and R&D in technological sciences that are in line with the Green Deal policy in priority research areas	Departments	12	Dean	9,22*	10,5	11	11,5
2.1.	To strengthen competitiveness on the international and national research market	x	2027	1. Annual number of articles per FTE unit published in the international publications with an impact factor: - in the agricultural, technology, and natural sciences - in the social sciences	2,1 2,9	Annual number of articles per FTE unit published in the international publications with an impact factor in the field of technological sciences	Departments	2,1	Heads of the departments	2,14*	2,1	2,1	2,1
				2. Annual value of international and national R&D	2500	Annual value of international and national	Departments	600	Heads of the departments	843,45	450	470	500

				projects, EUR thous.		R&D projects, EUR thous.							
				3. The number of conducted international R&D projects coordinated by the VMU Agriculture	3	To coordinate an international R&D project	Departments	1	Heads of the departments				
2.1.1.	Group of measures – partnership development with business and social partners in the field of science and innovation	x	2027	A favourable environment for the development of R&D		To develop partnerships with business and social partners in the field of science and innovation	Departments		Heads of the departments				
2.1.1.1.	Together with business and social partners, identify the needs of relevant applied research and experimental development works, presenting them to the Lithuanian Council of Science, the Ministry of Agriculture, MoD, and other institutions	-	Every year	List of current applied research and experimental development works	One every year	To propose a list of applied research and experimental development works	Departments		Heads of the departments				
2.1.2.	Group of measures – adjustment and refinement of priority areas of scientific activity	x	2027	Effective thematic system of scientific activity	-	To specify, as needed, the directions of the Faculty of Engineering's scientific activities	Departments		Dean, heads of the departments				
2.1.2.1.	To newly approve priority directions of scientific activity according to established criteria	-	In 2021 (as needed and later)	Description of priority areas of scientific activity	1	To approve the priority directions of scientific activity	Departments	according to the need	Dean, heads of the departments				
2.1.2.2.	Newly approve the long-term research topics of the faculties (clusters, centres, as needed) according to the	-	In 2021 (as needed and later)	Lists of long-term topics of scientific research of faculties (clusters, centres as needed)	4	To compile lists of long-term research topics of departments	Departments	according to the need	Dean, heads of the departments				

	approved priority directions of scientific activity												
2.1.2.3	To substantiate and approve new research topics (previously not carried out by the Agriculture Academy) and their assignment to academic departments for studies and long-term development of scientific activities	-	In 2021 (as needed and later)	List of new research topics	1	To participate in the creation of new research topics	Departments	according to the need	Dean, heads of the departments				
2.1.3	Group of measures – structural measures for interdisciplinary coordination of scientific research	x	2027	Number of successful applications for R&D projects per year	17 on average	To submit applications for R&D projects	Departments	4	Heads of the departments		4	4	4
2.1.3.5.	According to reasonable needs, at the request of scientists, to create conditions for the creation of scientific clusters at the Bioeconomy Research Institute	4.2.1.2	2021–2023	Number of clusters	3–5	To participate in the development of clusters at the Bioeconomy Research Institute	Departments		Heads of the departments				
2.1.3.6.	In the Bioeconomy Research Institute and faculties, establish positions of research workers for leading scientists of priority research areas	2.1.1.3 2.1.3.4	2021–2023	New positions of research workers	At least 8	To participate in the competition for positions of research workers at the Bioeconomy Research Institute	Departments	At least 2	Heads of the departments		2	2	2
2.1.3.8.	Submit applications and carry out international and national scientific projects aimed at substantiating bioeconomy (ecosystems and biodiversity), the European Green Deal policy, rural	5.3.1.2	2021–2027	Academy of Agriculture - number of submitted applications per year	Academy of Agriculture – on average 50	To participate in research groups applying and implementing international and national projects to support the bioeconomy, the European Green Deal Policy,	Departments	10	Heads of the departments	10	10	10	10

	policy and its measures					rural policy and its measures.							
2.1.4.	Group of measures - means of involvement in international scientific platforms and infrastructure consortia, effective representation in them	x	2027	Number of representatives of the Academy of Agriculture on international platforms, consortia and networks	12	To participate as representatives of the Faculty of Engineering in international platforms, infrastructure consortia	Departments	3	Dean, heads of the departments		1	1	1
2.1.4.1.	To develop partnerships by participating in partner search platforms (EKHorizon Europe, Crowdhelix, etc. measures) in order to become a partner in project application consortia initiated by other institutions	2.1.2.4	2025–2027	Academy of Agriculture - number of applications for R&D projects with partners from foreign institutions	At least 1 every year	To participate in joint teams of the Academy of Agriculture in submitting applications for R&D projects with partners from foreign institutions	Departments		Heads of the departments				
2.1.4.2.	To join national and international clusters (1 per year)	2.5.1.2	2025–2027	Academy of Agriculture - number of cluster memberships	At least 3 (2027)	To participate in the joint teams of the Academy of Agriculture by participating in national and international clusters	Departments		Heads of the departments				
2.1.4.3.	To encourage teachers and researchers to actively participate in mobility programmes in order to establish new international contacts	2.1.3.1	2025–2027	Academy of Agriculture - number of teachers and research workers in research mobility programs	At least 20 every year	For teachers and research workers to participate in mobility programs	Departments	At least 5 every year	Heads of the departments				
2.1.4.4.	To expand the involvement of academic staff in international professional thematic networks, editorial boards of scientific journals,	2.5.1.1	2025–2027	Academy of Agriculture - number of representatives in professional thematic networks	7 (2027)	Number of representatives of the Faculty of Engineering participating in professional thematic networks	Departments	2	Heads of the departments				

	the circle of experts of national and international scientific programmes			Number of members in editorials of scientific journals	28 (2027)	To participate in editorials of scientific journals	Departments	7	Heads of the departments				
				Number of experts in international science programmes	13 (2027)	To participate as experts in international scientific programmes	Departments	2	Heads of the departments				
2.1.5.	Group of measures - creation of favourable conditions for carrying out priority R&D	x	2027	The average annual growth rate of the number of articles published in the international publications with an impact factor, expressed in percent	5,0	Creation of favourable conditions for priority R&D		5,0	Dean, heads of the departments				
2.1.5.1.	To financially encourage teachers and researchers from the University Science Fund to publish in international scientific journals with an impact factor. To motivate the choice of open access journals and publishers	2.1.2.6	2025–2027	Academy of Agriculture - number of publications for which their authors were encouraged	At least 40 publications every year	To participate in the University Science Fund promotion fund competition	Departments	At least 10 publications every year	Heads of the departments				
2.1.5.2.	To financially encourage teachers and research workers from the Chancellor's Fund of the Academy of Agriculture to achieve outstanding scientific results	x	2021–2027	Number of publications for which their authors have been encouraged	At least 20 publications annually	To participate in the promotion competition for teachers and research workers from the Chancellor's Fund of the Academy of Agriculture	Departments	5	Dean, heads of the departments		5	5	5
2.1.5.4.	To conduct international competitions for scientific and pedagogical positions (to seek that 50% of academic departments employ	2.1.3.2	2025–2027	Academy of Agriculture - number of teachers and research workers from abroad	At least 1 in all academic departments (2027)	To participate in the search for scientists and educators who would participate in the competition for teachers and researchers of	Departments	At least 1	Dean, heads of the departments				



	at least one top-level foreign scientist-leader, artist)					the Academy of Agriculture							
2.1.5.6.	To financially encourage doctoral students from the University Science Foundation to publish in international scientific journals with an impact factor (1-2 Q CA WOS citation index for exact sciences)	2.2.3.4	2025-2027	Academy of Agriculture - number of promoted doctoral students	At least 5 annually	Doctoral students of the Faculty are encouraged to participate from the funds of the University Science Fund	Departments	At least 1 every year	Heads of the departments				
2.1.6.	Group of measures – improvement of the system of scientific management and technical support for scientific projects	x	2027	Average estimate of researchers' satisfaction with managerial and technical support	At least 8.5 points (out of 10 points)	To delegate a faculty representative to the working group for the improvement of the system of scientific management and technical support for scientific projects			Dean				
2.2.	To develop innovative activities	x	2027	Annual value of projects aimed at introducing scientific innovations (EIP, projects “Intelektas”, “Ino čekiai”, etc.), in thousands of euros	350	To participate in projects aimed at introducing scientific innovations	Departments	50	Heads of the departments		50	50	50
2.2.1.	Group of measures - promotion of involvement in projects aimed at implementing scientific innovations (EIP, projects “Intelektas”, “Ino čekiai”, etc.)	x	2027	Percentage of the total number of teachers and researchers, doctoral students participating in projects aimed at implementing scientific innovation.	30	To involve Faculty of Engineering lecturers, researchers, doctoral students in projects aimed at introducing scientific innovations	Departments	30	Heads of the departments		10	15	20

2.2.1.1.	To encourage teachers and researchers to actively patent new products and technologies created. Assist in the preparation of patent applications	2.1.4.1	2025–2027	Academy of Agriculture - number of submitted patent applications	1 every year	Patent new products and technologies created	Departments	1 every two years	Heads of the departments				
2.3.	To develop the dissemination of innovative scientific knowledge and to increase the social impact of science		2027	Number of science popularization articles per FTE unit per year	3.0	Write science popularization articles	Departments	3.0 per FTE annually	Heads of the departments				

**VYTAUTAS MAGNUS UNIVERSITY**  
**STRATEGIC PLAN OF ACTIVITIES OF THE FACULTY OF ENGINEERING OF THE AGRICULTURE ACADEMY FOR 2022-2024 AND**  
**TARGETED INDICATORS UP TO YEAR 2027**

Goal III - Scientific services (responsible in the faculty is the dean)													
No.	Goals, objectives, measures of the Academy of Agriculture	Interfaces with VDU strategic plan measures (measure no.)	Dates of the achievement of the goals and objectives and the implementation of measures of the Academy of Agriculture	Indicators of the achievement of goals and objectives of the Academy of Agriculture, implementation of measures, carried out by the department	Numeric values of indicators of the Academy of Agriculture implemented by the department	Goals, objectives, measures, etc. of the strategic plan of the Faculty of Engineering	Internal departments implementing objectives, goals and measures	Indicators of the Academy of Agriculture implemented by the internal department and their numeric values until 2027	Coordinating the implementation of activities and performing monitoring on the scale of the Faculty of Engineering	Values of the Faculty of Engineering			
										Fact 2021 (for comparison)	Plan 2022	Plan 2023	Plan 2024
3.	To develop specialist and manager qualification improvement, consultancy, expert, laboratory and other scientific services in line with the needs of the agriculture, forest and water management domains, their infrastructure, and the related public institutions and communities	Direction 5	2027	Annual value of services in thousand euros	530	To participate in the provision of consulting, expert, laboratory and other scientific services	Departments	100	Dean, heads of departments		15	22	30
3.1.	To create and enable a system for the provision of consulting services		2027	The annual value of consulting services in thousand euros	100	To provide consulting services	Departments	20	Dean, heads of departments		5	7	10
3.3.	To develop expert, laboratory and other scientific services	x	2027	The annual value of scientific services in thousands of euros	180	To provide expert, laboratory and other scientific services	Departments	40	Dean, heads of departments		10	15	20
3.3.1.	Group of measures – development of expert services	x	2027	Total number of provided expert services	15	To develop expert services	Departments	4	Dean, heads of departments		1	2	3

3.3.1.1.	To form high-competence expert groups on bio-economy, the EU's Green Deal policy, rural development policy, providing expert opinions through various media means	5.3.2.1	2021–2027	Number of expert opinions provided by various media outlets	In 2021 – 12 In 2022 – 20 In 2023 – 25 In 2024 – 30 In 2025 – 35 In 2026 – 40 In 2027 – 50	To participate in the creation of high-competence bio-economy, the EU's Green Deal policy, rural development policy expert groups, providing expert opinions through various media means.	Departments	12	Dean, heads of departments		5	6	7
3.3.1.2.	To provide expert evaluations of new EU and national legislation in the fields of bio-economy, green course, rural policy	2.3.3.1	2021–2027	Number of expertly evaluated legal acts	In 2021 – 4 In 2022 – 6 In 2023 – 8 In 2024 – 10 In 2025 – 10 In 2026 – 10 In 2027 – 10	To participate in providing expert evaluations of new EU and national legislation in the fields of bio-economy, green course, rural policy.		1	Dean, heads of departments				
3.3.1.3.	To get involved in the preparation of EU, national and regional strategies and legislation in the fields of bio-economy, EU green course, rural policy	-	2021–2027	Number of cases of involvement in strategy and legislative drafting groups	In 2021 – 2 In 2022 – 3 In 2023 – 4 In 2024 – 5 In 2025 – 5 In 2026 – 5 In 2027 – 5	To get involved in the preparation of EU, national and regional strategies and legislation in the fields of bio-economy, EU green course, rural policy.		1	Dean, heads of departments				
3.3.1.4.	To actively participate in the activities of the Lithuanian Chamber of Agriculture, the Lithuanian Council of Agriculture, regional development councils and other collegial institutions	-	2021–2027	Number of activities in councils and other institutions	At least 5 per year	To actively participate in the activities of the Lithuanian Chamber of Agriculture, the Lithuanian Council of Agriculture, regional development councils and other collegial institutions.		1	Dean, heads of departments				

3.3.1.5.	To increase the visibility and recognizability of the University's highly competent experts in society, national and international media.	5.2.2.1	2021–2027			To increase the visibility and recognizability of the Faculty's highly competent experts in society, national and international media			Dean, heads of departments				
3.3.2.	Group of measures – development of laboratory and other scientific services.	x	2027	Annual mean rate of growth in laboratory and other scientific services, expressed in percent	5 percent	To develop expert and other scientific services		5 percent	Heads of departments		5	5	5
3.3.2.1.	To prepare a concept for the development of laboratory and other scientific services.	3.2.7.2	2021	The concept is ready	1	To delegate faculty representatives who would prepare the concept of development of laboratory and other scientific services			Dean, heads of departments				

**VYTAUTAS MAGNUS UNIVERSITY**

**STRATEGIC PLAN OF ACTIVITIES OF THE FACULTY OF ENGINEERING OF THE AGRICULTURE ACADEMY FOR 2022-2024 AND TARGETED INDICATORS UP TO YEAR 2027**

Horizontal strategic direction (responsible in the faculty is the dean)													
No.	Goals, objectives, measures of the Academy of Agriculture	Interfaces with VDU strategic plan measures (measure no.)	Dates of the achievement of the goals and objectives and the implementation of measures of the Academy of Agriculture	Indicators of the achievement of goals and objectives of the Academy of Agriculture, implementation of measures, carried out by the department	Numeric values of indicators of the Academy of Agriculture implemented by the department	Goals, objectives, measures, etc. of the strategic plan of the Faculty of Engineering	Internal departments implementing objectives, goals and measures	Indicators of the Academy of Agriculture implemented by the internal department and their numeric values until 2027	Coordinating the implementation of activities and performing monitoring on the scale of the Faculty of Engineering	Values of the Faculty of Engineering			
										Fact 2021 (for comparison)	Plan 2022	Plan 2023	Plan 2024
<b>H.</b>	To create a motivating and sustainably favourable environment for the expression of community members' partnership, professionalism, creativity, community and health.	Directions 1, 4 and 5	2027	Integrated indicator of employee well-being	≥ 85 percent	To create a motivating and sustainably favourable environment for the expression of partnership, professionalism, creativity, community spirit and wellness among members of the faculty community		≥ 85 percent	Dean		≥ 85 percent	≥ 85 percent	≥ 85 percent

H.1.	Group of measures - further strengthening of partnership with business and social partners as well as community spirit.	x	2027	Average score of satisfaction of business and social partners	At least 8.5 (on a 10-point scale)	To strengthen partnership with business and social partners		At least 8.5 (on a 10-point scale)	Dean				
H.3.	Group of measures - improvement of employees' competences.	x	2027	Percentage of employees who participated in competency development events	At least 90 percent	To encourage faculty employees to participate in competency development events.		At least 90 percent	Dean		90	90	90
H.3.1.	To create a consistent, high-quality, efficient qualification improvement system that meets the needs of teachers.	3.3.1.1	2023	Agriculture Academy - implementation of the qualification improvement system	1	To participate in the creation of a consistent, high-quality, efficient qualification improvement system that meets the needs of teachers.			Dean				

H.3.2.	To create conditions for employees to improve not only according to their positions, but also in order to acquire new abilities and competences.	4.3.1.2	2021–2022			To create conditions for employees to improve not only according to their positions, but also in order to acquire new abilities and competences			Dean, heads of departments				
H.3.3.	To prepare a system for recognizing the qualification requirements and competences of a digitally competent teacher.	3.3.2.3	2022	Academy of Agriculture - implementation of the system of recognition of qualification requirements and digital competences among teachers	At least 25 percent teachers per year	To participate in the preparation of a system for recognizing the qualification requirements and competences of a digitally competent teacher.			Dean, heads of departments				
H.3.4.	To develop a system for recognizing and promoting the mobility of teachers and non-academic staff.	3.2.4.1	2025	Agriculture Academy - application of the mobility recognition and promotion system	The number of those who leave to teach - on average 15 percent per year	To develop a system for recognizing and promoting the mobility of teachers and non-academic staff			Dean, heads of departments				



H.3.6.	To create and implement a system of practical internships for teachers.	x	2022	Percentage of teachers who went on practical internships.	15 percent per year	To participate in the development and implementation of the system of practical internships for teachers			Dean, heads of departments				
H.4.3.	To create an incentive system for teachers to encourage the involvement of students in research.	3.1.4.3	2027			To participate in the development of a faculty incentive system to encourage student involvement in research			Dean, heads of departments				
H.5.	Group of measures - creating favourable conditions for a healthy lifestyle and physical activity of community members.	1.2.4	2027	Percentage of community members involved in physical activity activities organized by Agriculture Academy.	20	To encourage members of the faculty community to get involved in physical activity activities organized by Agriculture Academy.			Dean, heads of departments				
H.6.	Group of measures – improving the infrastructure and working conditions of the Agriculture Academy.	x	2027	Average score estimate of employee satisfaction with working conditions	9.0 (out of 10 points)	To take care of the infrastructure of the faculty and the improvement of working conditions			Dean, heads of departments				

H.6.1.	To carry out an assessment of the use of various types of laboratories and draw up a calendar plan for their (and equipment) renewal	x	2021 (2022)	Prepared plan	1	To carry out an assessment of the auditoriums and create a calendar plan for renewing them and the equipment				Dean, heads of departments			
H.6.2.	Renovation of science laboratories and acquisition of equipment necessary for innovative studies according to the needs of study programmes.	3.1.1. 2	continuously	Agriculture Academy - number of renovated laboratories	Agriculture Academy - according to the renewal plan	According to the needs of the study programmes, to purchase equipment necessary for innovative studies				Dean, heads of departments			