

HUV as a place of work

Sub-goal	Activity	How will we do this?	Whom/which?	When?	Follow-up 2022-12-14
We are an attractive and well-functioning department where we thrive, are committed and have possibilities to contribute to good research and education					
Sub-goal 1: <i>We all help to drive research, teaching and collaboration forward, no matter our role.</i>	Brief fika-seminars by HUV colleagues.	Tanngrisnerfika *Fika in Tanngrisner to discuss relevant topics/present own research questions etc. *These do not need to focus solely on our research - could be a relevant question discussed in media, for instance. *Important to stick to 30 minutes.	*Make a list of speakers for the whole spring/autumn, responsible head of dep. *Subject leaders are responsible to point out who/what.	*Every 3rd Wednesday 14:15-14:45 *During fika and maximum 30 minutes.	
	Development of Insidan and HUV's external website.	*Include information on all different groups at HUV (LG, Strategy, Education, etc.) *A clear policy on CV-page *Presentation of the content at Insidan on a department info.	*Communicator and Head of Dept.	Upstart spring 2022, continuously	
	Better coordination of projects - both when applying and when performing.	Lab/tekniker-stuga *Forum for coordination of projects (booking of experimental technicians, lab, admin staff) -	*Head of lab responsible to arrange the occasions *All researchers	Continuously	
	Year wheel with main activities included - for HUV and for each subject.	Planning for HUV - and also for each subject to use and complete with specific tasks for their subject	Subjects Leaders, ISR and Head of Dept.	During 2022 and update when changes	
Sub-goal 2: <i>All employees are involved in the Department's development and take responsibility for their own and the department's common development and success.</i>	Receive and consider suggestions for improvement in a positive manner.	Suggestion Box *Possibility to suggest improvements in an easy way on Insidan	*Communicator and Head of Dept.	Upstart during 2022	
	Keep yourself and others updated on information at HUV	* Insidan * Department information * E-mails	*Head of dep *All HUV colleagues are responsible for sending in news on their subjects. *Communicator is responsible for posting information.	*Information at Insidan is posted once a week. *When something is of importance for colleagues at HUV	Continuously

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	Policy for competence development and relevant education for employees.	*Compile a policy for competence development and relevant education (subject-based and other).	*Head and deputy heads of dep are responsible for writing a draft. *This draft policy will then be discussed and put into action in the Strategy Group. * Subject leaders shall have meetings with each researcher in their subject.	During 2022	
	Planning of own work	*Use of Toggle or similar tool. *Make a year wheel	All at HUV, can be done jointly with subject leaders	During 2022	
Sub-goal 3: <i>We are a well-functioning, economically-stable department characterized by a pleasant working environment with right conditions for employees to do their job.</i>	A useful and timely introduction of new personnel. Also to see to that new personnel are well included.	*Go through the checklist for introduction of new personnel. *Each point on the Checklist is entered by an administrator to assure all points are covered.	*Head of administration responsible to update the checklist *Head of Dept. that introduction is done	*Spring 2022 updates of checklist. *Continuously	
	Zero-tolerance of harassment and bullying	With knowledge or suspicion of any harassment, action shall be taken. Central documents are available at SLU regarding Equal Opportunities and how a person should react/behave in certain situations. Harassment and bullying will be subjects of on-going discussion at HUV. *Seminar with the officer of equal opportunities at VH-faculty	Head of the dep. has the ultimate responsibility, the deputy heads also responsible. *Support from HUV's Human Resources specialist and from the officer of equal opportunities at VH is available.	*Continuously *Seminar i May 2022	
Sub-goal 4: <i>We are good ambassadors for HUV and SLU, and new, competent persons are attracted to our Department.</i>	Participate in external activities, private-sector events, etc.	Create a plan for the year's cooperative activities, both internal and external.	Subject leaders encourage all especially junior researchers to join external activities	*In the year wheel and continuously	
	Be at the forefront of work with VHC's environmental management systems.	*An active part in the introductions of personnel, continuously information to the personnel, be visible on the homepage, not going by plane when on business travel within Sweden. *Continuously information on department information. * Planning of own travelling to conferences etc	*Head of lab responsible for introduction in the laboratory *Other parts that is relevant should be in the checklist for new personnel	*Continuously	

HUV as a place of work

Sub-goal	Activity	How will we do this?	Whom/which?	When?	Follow-up 2022-12-14
	Development of the website	*New HUV projects shall be highlighted on the homepage with updates before/during/after. *A checklist for each project for how we will communicate/inform on project results.	*Communicator responsible for update the website and provide a template for each project *All researchers responsible for provide information	*Continuously	
	Clear information regarding who is responsible for what, and where to find information	Discussions which tasks that should be performed by whom - ending in a list where it is clearly stated what support that is needed	Discussions in HUV's "samverkansgrupp", also responsible to create a list and to communicate to all	During 2022	

Research

Sub-goal	Activity	How will we do this?	Whom/which?	When?	Follow-up, 2022-12-14
Our research plays an important role in the sustainable development of society and we are recognized nationally and internationally for our innovative results					
Sub-goal 1: <i>We have broadened our research areas and we contribute with our knowledge to a sustainable food production and animal management</i>	Find financing for pilot projects	*Fundraising at VH *Minor applications/seed money internal at SLU (Future Foods etc) and external sources (KSLA etc)	Subject leaders and individual researchers	Continuously	
	Keep ourselves up-to-date on the research front	*Participate at scientific conferences, planning in the year wheel at subject level and discussions with nearest superior and subject leaders. *Read new publication	*All researchers at the department - report back to subject groups. *Subject leaders - sort out which information that shall be brought up to the whole dep.	From 2022 and continuously	
	Keep ourselves up-to-date on what is ongoing at the department	*Start seminars for accepted projects *HUV Research-half day with 10 minutes presentation from all researchers *Highlight when we have new project and post at the web and Insidan	*PI of the project *Subject leaders and Head of Dept. *Communicator	From 2022 and continuously	
Sub-goal 2: <i>We have stimulating research groups and research environments. We have access to modern and well-functioning research laboratories and animal facilities that provide opportunities for research with good quality.</i>	More subject-based discussions	Subject meetings. Meetings are open for all to participate, those who work within the subject in focus prioritize to join.	Subject leaders responsible for the content and of the meetings	Continuously	
	Journal clubs for all researchers	*Should be subject specific - and mandatory.	Subject leaders responsible, discussions at a broad level	Continuously	

Research

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	Kick-off for applications during the spring; Formas, VR, SLF	Planned discussions regarding ideas to research applications *Lab-försökstekniker stuga *More collaborative approach *Have an application week, blocked for application discussions/writing	*Subject leaders - invitation to discussions and support in arranging groups *Laboratory - invitation to labstuga *All reserachers	*Start discussion regarding applications no later than January.	
	Dialogue with Lövsta regarding what is needed so that we are able to perform high quality research.	Discussion in subject groups and in the strategy group. Dialogue with Lövsta-rådet.	Subject leaders and head of dep.	When needed	
Sub-goal 3: <i>We are highly sought-after nationally and internationally for our research in animal science and in food production.</i>	Enhance number of publications - Yearly <i>Pekjaksveckan</i> v. 43	*Week 43 every year *Also a week in June without meetings on individual basis	*Head of dep. and communicator are responsible for specific arrangements during the week * All researchers participate	*Week 43 *Another meeting-free week in June	
	Enhance number of publications - Writing week	*Go away for a few days-a week to write a paper together. *make a detailed project plan when a new project is approved to also publications, etc	*All researchers *Head of Dept check with NJV for project plan template	From 2022 and continuously	
	Progress for each researcher/post doc	Structured discussions regarding focus for each individual	Subject leaders and all researchers/post doc's - on individual level	Two times per year, once per semester	
	Relevant information on our channels - our homepage, Insidan, YouTube and Instagram	*Popular science information placed on <i>Insidan</i> and HUV's homepage. *Each unit is responsible for providing a bullet point list of ongoing research to be published at Insidan. *Use the social media channels to spread info within each group. Connect to project page on website. *Communication on SLU/VH faculty Facebook and Instagram.	*Communicator update the websites and researchers to provide with information. *Instagram can individual researchers be responsible for. *Each unit is responsible for providing a bullet point list	*When applicable. *When it is relevant in the project. *One per month at least. The happening of the month from the group.	

Research

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	Increased cooperation with the society	*Bring back problems/issues of concern from the private sector *Participate in private sector research days, certain meetings, etc.	*All researchers at the department - report back to subject groups. *Subject leaders - sort out which information that shall be brought up to the whole dep.	Continuously	
Sub-goal 4: <i>Continue our long lasting tradition of working with capacity building and research within animal production in low-income countries</i>	Broaden the knowledge regarding our low-income activities within HUV	*Seminar at HUV to find a strategy to find a way of involving younger researchers *Join SLU Global network	*Strategy group *Researchers at HUV	During 2022	
	Have research projects in low-income countries	Participate in calls from Sida and VR.	Researchers who wants to conduct research in these regions	When available and possible	

Education

Sub-goal	Activity	How will we do this?	Whom/which?	When?	Follow-up, 2022-12-14
We conduct a well-thought-out, high-quality education that contributes to the students being well prepared and attractive for working life					
Sub-goal 1: <i>Our courses are characterized by high quality, research-based knowledge and outcome-based pedagogy. This gives the students skills that are attractive in work life.</i>	Progression within and between courses	*Meetings focused on courses and educational plans in order to agree upon responsibilities concerning course-responsibilities, teachers, and other participants.	*Subject leaders responsible *Can be delegated to ISR and course leaders for specific courses *Teachers involved in the course participating.	Start 2022	
	Start-up and follow-up meetings before and after finished courses	*Meeting with all teachers before the course start *Go through the course evaluations, discussion with the participating teachers after the course ends.	* Course leaders responsible to report to subject leaders regarding their courses	Partly ongoing, some parts start during spring 2022	Once every semester
	Continuing education/development of new competencies	*Discuss participation in education during the employee performance review *Participate and attend co-worker's lectures and teaching days *All teachers pin point how it should be prioritized	Subject leader and nearest superior	During 2022 and then continuously	
	Improved communication with society and industry regarding the competence of our students	*Negotiate the cost for inviting externals. For instance - Växa should be eager to present their brand, not demanding pay for it. *Highlight the practical implications (on a course level): In what way did the course prepare the student to be attractive in work life? *Look at the work red-thread, and see what is useful and decide from that. *First-day-competence arbete som Sigrid och Anna J gjorde	Strategy group - discussions regarding how to do this in the best way.	Start 2023	

Education

Sub-goal	Activity	How will we do this?	Whom/which?	When?	Follow-up, 2022-12-14
Sub-goal 2: <i>Our teaching has a clear common thread and develops in interaction with other departments, students and relevant community actors.</i>	Increased dialogue with PSR/ISR/teacher about courses - with the goal of avoiding overlaps or gaps in knowledge within the course/program	*Discussions at the strategy group - the subject leaders are responsible for their subject. * Discussion regarding the "common thread" between courses. Within and between subjects *Involve PSR as well as other Departments.	Subject leaders ISR and all teachers at HUV	Starts 2023	
	A strategy for how to transfer competence from previous course management.	*Preferably not the same person as course leader and examiner. *Also - mixed courses should have examiner and course leader from different subjects (monogastrics - ruminants etc)	*Subject leaders *ISR and involved teachers	2022 and contiuousy	
	Create the PhD course in advanced animal nutrition	Discussion about what is relevant to bring up in the course- applied nutrition knowledge for different species on higher level.	Strategy group	Apply 2022 if possible and give it every second year	
Sub-goal 3: <i>Our researchers, PhD-students and our laboratory staff actively participate in relevant courses and they are well-supported in their development as lecturers and teachers.</i>	Breakfast meetings	One Breakfast/lunch meeting per semester - forum for discussing over-arching challenges and opportunities within teaching	ISR and all persons involved in teaching	Two times per year (minimum)	
	Participate in pedagogical/education-based activities, lunch seminars and classes	*Immediate supervisor is to encourage continuing education/development, *Discuss participation in education during the employee performance review *Participate and attend co-worker's lectures and teaching days.	*All teachers *ISR is responsible for collecting information that is important for everyone to receive.	Ongoing	
	Create a possibility for all personnel to participate in classes and teaching - including HUV's PhD students.	*Focus on this during the employee review with the immediate supervisor. *Set a general minimum percentage teaching. *Be clear already in announcements (for PhD-students) that you are expected to be involved in teaching.	*Head of Dept. *Course-leaders before starting a course begins *supervisor group at meetings with PhD students	Ongoing and more focused from autumn 2022	