Why We Think and Do the EXTRAORDINARY.

The NC State College of Veterinary Medicine is the home of talented and compassionate people, working together, to improve animal and human health.
How We Think and Do.

Our Values

Our values explain our culture. They symbolize who we are and how we will act as we work to provide world-class education, state-of-the-art research, leadership and compassionate patient care.

These are the values we live by:

- Integrity
- Excellence
- Respect
- Collaboration
- Compassion
- Leadership
- Openness and Honesty
- Communication
- Responsibility
- Mentorship
Our Plan

The NC State College of Veterinary Medicine 2016-2020 Strategic Plan was created by our whole community. It understands the lessons of the past, and looks to the future and the changing world in which we live.

The plan is written around five goals, designed to work together to achieve our mission of improving animal and human health. Each goal has specific objectives that we will work to accomplish during the four years of this plan.

1. Build an inclusive College community and a culture of pride and integrity.
2. Deliver world-class education that produces highly successful veterinarians.
3. Build research leadership and training in animal and human health.
4. Deliver compassionate, state-of-the-art care in a dynamic educational environment.
5. Strategically invest in targeted programmatic areas.
GOAL ONE

Build an inclusive College community and a culture of pride and integrity

FOUR-YEAR OBJECTIVES

1. Enhance leadership development and performance across the College.
2. Build a culture of inclusion that values diversity of people and ideas, and embraces the meaningful participation of all.
3. Build a common sense of purpose, pride and ownership through open, transparent, multidirectional communication and shared experiences.
4. Ensure a healthy work environment through a values-driven culture.

MEASURES OF SUCCESS

- Participation in leadership and professional development programs.
- Climate surveys measuring the impact of communication, leadership, mentoring and diversity programs.
- Hiring, promotion and retention statistics for our faculty and staff.
GOAL TWO

Deliver world-class education that produces highly successful veterinarians

FOUR-YEAR OBJECTIVES

1. Train all of our educators in developing, delivering and assessing the curriculum.
2. Implement comprehensive curricular evaluation to achieve an integrated educational program supporting critical thinking, clinical reasoning and core competencies.
3. Create technological and analytical solutions to manage, deliver and assess the curriculum, and measure student performance.
4. Develop entrepreneurial, management and leadership skills to prepare students for professional success.

MEASURES OF SUCCESS

- Educator, student, alumni and employer surveys of the impact of our DVM teaching.
- Strength of our DVM applicant pool.
- Successful implementation of technological solutions supporting education.
GOAL THREE

Build research leadership and training in animal and human health

FOUR-YEAR OBJECTIVES

1. Invest in research areas of excellence identified through strategic planning.
2. Ensure success through a comprehensive program of mentoring to launch and sustain research programs.
3. Cultivate collaborative, interdisciplinary and translational research that leverages our unique strengths.
4. Ensure our training programs provide leading-edge biomedical education and research instruction.

MEASURES OF SUCCESS

• Productivity and impact of our research.
• Success in winning external support from federal, industry and foundation sources.
• Graduate student success documented through awards, publications and employment outcomes.
• Participation of our researchers in interdisciplinary activity outside the College.
GOAL FOUR

Deliver compassionate, state-of-the-art care in a dynamic educational environment

FOUR-YEAR OBJECTIVES

1. Advance patient care through discovery and innovation.
2. Provide experiential learning that prepares all our trainees for success in their futures.
3. Harness the strong caseload to achieve our educational mission and sustain a healthy work environment.
4. Partner with the veterinary community to provide compassionate and comprehensive care.

MEASURES OF SUCCESS

• Achieve a caseload that supports our educational, clinical innovation and service goals.
• Surveys of patient outcomes and client satisfaction.
• House officer training program success documented through exit surveys, board certification and employment outcomes.
• Climate surveys assessing work environment.
GOAL FIVE

Strategically invest in targeted programmatic areas

FOUR-YEAR OBJECTIVES

1. Build a food animal program that addresses contemporary challenges and advances the health and productivity of the agricultural industry.
2. Build a global health program that positively impacts our world through education and research.
3. Expand relationships with strategic partners and our community that harness our unique strengths and resources.

MEASURES OF SUCCESS

• Food animal stakeholder surveys, research and education metrics.
• Achieve the strategic milestones of our Global Health Education initiative.
• Alumni engagement in continuing education, career development and College affairs.
• Development success during the Capital Campaign, including progress toward funding construction of our new Equine and Farm Animal Hospitals.
Looking Ahead

The importance and contribution of veterinary medicine to animal, human and environmental health has never been more vital. We are committed to playing a leadership role. In North Carolina and around the world, our scientists, trainees and graduates will make a bigger impact than ever before.

To achieve this, we must be determined and we must focus on what is important. We must be ready for change, and able to adapt to new challenges as they come. The 2016-2020 strategic plan is designed to do all this. Built by everyone in the CVM community, it is our best thinking about how to excel over the next four years.

We are ready for the future and focused on our mission... to improve animal and human health.