

Ladies and Gentlemen,
Employees, students and PhD students
Faculty of Biological and Veterinary Sciences
Nicolaus Copernicus University in Toruń

The Faculty of Biological and Veterinary Sciences of the Nicolaus Copernicus University in Toruń, thanks to the activity and commitment of many people, has become a well-known and appreciated unit not only in Poland, but also abroad. For over thirty years I have been associated with the Faculty - first as a student and then as an employee. It has become my professional home, a place that I was given to co-create, but which also defined me as a scientist and academic teacher. You have known me for many years. As an academic community, you have entrusted me with many functions and I would like to thank you for your trust. This time was filled not only with challenges and obstacles that had to be overcome, but also with the joy of our successes and the growing prestige of our academic unit.

We all know the declarations that we can expect from a candidate for the position of a Dean: *with me, all it will be better, more efficient, simply more, and when you entrust me with your problems, they all will be solved.* However, the elections are only a moment, and afterwards the new Dean will be confronted with his/her program. Then the promises will clash with reality - the budget will turn out to be smaller, colleagues will take care of their own affairs, students of their studies, doctoral students of their research, but the commitments remain. However, I believe that the election program should not be just a collection of unfulfilled wishes and another promise of the impossible. When designing my action plan for the Faculty, I was guided by realism, I tried to find a balance between ambitions and real possibilities, especially since we are considering a short, two-year term in office.

Years of work in this Unit have allowed me to see the complexity of the conditions in which we operate and the problems we face, and at the same time to find many solutions that need to be implemented. I believe that, as an employee of the Faculty, that we primarily need dialogue, subsidiarity and participation. For me, an important sphere of interpersonal relations is constructive conversation, conciliatory resolution of disputes, as well as subjectivity and autonomy in thinking and acting. Each of us knows, which goal we pursue in our professional life, which values we follow and which responsibility we bear.

Ladies and Gentlemen, before you get acquainted with my election program, which is a proposal of specific activities, please ask yourself the following questions:

- (1) how do I see this Faculty as my workplace in 2 years, 6 years and 10 years - this is the most important question because the current activities will have consequences in the coming years not only for each of us, but also for our colleagues, students and doctoral students?
- (2) what activities do I consider to be the most important?
- (3) how do I perceive the education process and the study programs?
- (4) what organizational changes would make my job easier?
- (5) what do I fear most in my professional development?

The academic community is diverse and our Faculty does not differ in this respect. There are great scientists, excellent educators, competent employees who are not academic teachers, there are enterprising people who make excellent use of the results of their research on the market, there are social activists for whom organizational activity for the community is a mission, there are doctoral students who start their scientific career and through "apprenticeship" with their master they acquire knowledge and experience, and finally there are students who not only want to get higher education, but also develop their passions. Everyone is extremely important. Everyone can think about her/his primary goals and major activities to get personal satisfaction. I am offering my skills and full commitment to the future development of the Faculty. I am committed to maintaining a high scientific level, clarifying the plane of cooperation between the Dean and the chairmen of the Discipline Councils, extending the educational offer, extending the internationalization and integration of the entire community.

I encourage you to familiarize yourself with the goals and initiatives that I would like to pursue in the coming 2 years. If your goals coincide and if you decide to trust me in their implementation, I will direct all enthusiasm and organizational experience to the development of the entire Faculty of Biological and Veterinary Sciences of the Nicolaus Copernicus University.

Finally, I would like to thank all the people who submitted my candidacy as a Dean for the 2022-2024 term and that they noticed my potential, selflessness and energy.

Yours faithfully

A handwritten signature in blue ink, reading "Adriane Szmidt-Jaworska". The signature is written in a cursive style with a long, sweeping underline that extends to the left.

**Goals and activities in the key areas of operation of
the Faculty of Biological and Veterinary Sciences of the Nicolaus Copernicus University
for the term of 2022-24**

The role of universities is defined as a combination of education, scientific research and dissemination of its results, as well as creating interpersonal relations and activities for the benefit of the society. These goals are also part of the new NCU Strategy for 2021-2026. I would like to integrate my planned activities into this strategy.

I. EDUCATION

Any discussion about the future of the Faculty necessarily needs to start with issues of students and doctoral students - the main addressees of our work.

Main operational goals:

1. Ensuring high standards of education quality and proper conditions for the implementation of the teaching process through a thorough analysis of existing education paths, cooperation with the University Education Quality Council, the Monitoring Team and the Faculty Education Quality Council.
2. Preparation of the Faculty for accreditation in the fields of Forensic Biology, Molecular Diagnostics and Global Change Biology by activating the Faculty Committee for Learning Outcomes and its subcommittees.
3. Modernization of the didactic process through the implementation of modern methods and tools of education.
4. Intensification of activities that will allow to meet the changing standards and requirements for Polish universities towards increasing the level of internationalization of the education process by launching classes of choice for students under the Erasmus plus program and classes for members of the Young Universities for the Future of Europe (YUFE) consortium. This should make the English-language offer more realistic by creating an "information hub" for classes conducted in international cooperation.
5. Expanding the educational offer under YUFE on the basis of the Erasmus Mundus program and applying under this program for funds for the creation of new fields of study and scholarship places for foreign students.
6. Promoting domestic and foreign internships as well as simplifying the procedures for obtaining credits for subjects taught abroad.

7. Increasing the practical aspect of education by adapting the didactic offer to the needs of the labour market, but also to the expectations of students by creating a database of companies and institutions where students of the Faculty can undertake internships.
8. Generating learning outcomes in the study programs that would be common to all natural sciences, which will be an opportunity for individualization of learning paths.
9. Extending the scope of educational services by launching, inter alia, biology teacher programmes, introducing postgraduate studies, and training tailored to the needs of the socio-economic environment. We need to promote this offer, as well as to prepare the Faculty for the implementation of postgraduate specialization studies for veterinarians.
10. Continuation of activities aimed at raising funds for innovative didactic initiatives.
11. Intensification of activities with the university administration leading to the launch of the Veterinary Clinic and the insurance of funds for its launch. This is particularly necessary for a smooth completion of the full cycle of studies in the field of Veterinary Medicine.
12. Deepening the activities dedicated to secondary schools, including promotional campaigns through the development of a comprehensive action strategy.
13. Creating solutions aimed at eliminating the drop-out phenomenon at our Faculty, which will be combined with an analysis of the problem and a comprehensively prepared information campaign addressed to high school students.
14. Supporting the scientific activity of students by co-financing the participation of students in scientific conferences and the publication of original scientific papers.
15. Expanding opportunities for an additional personal development of students and doctoral students through their participation in career development programs with the participation of career advisers and entrepreneurship advisers.
16. Creating opportunities for professional development of employees by updating and developing didactic competences, i.e. training courses in modern teaching methods and modern technologies in didactics.

II. SCIENCE

The rank of the Faculty depends on the level of research conducted, which translates into both, scientific promotions and financial resources that can be obtained in the form of grants and subsidies. The development of the scientific potential and supervision over the scientific activity of the employees of the Institute of Biology and the Institute of Veterinary Medicine remain within the competences of the heads of the Discipline Councils / directors of Institutes.

However, I would like to support the projects through activities falling within the competence of the Dean.

Main operational goals:

1. Increasing the number of short and long-term visits of foreign researchers by reducing bureaucracy and flexible settlement of the working hours.
2. Extension of activities aimed at acquiring funds for the purchase of equipment, both for research and teaching activities.
3. Creation of cooperation tools ("educational platform") for the entire community of the Faculty within the YUFE consortium.
4. Increasing activities for creating regulations for the procedure of awarding the doctoral degree for externals.
5. Ensuring high standards of the quality of education and research through cooperation with the Directors of the Interdisciplinary Doctoral School - Academia Copernicana and the Doctoral School of Exact and Natural Sciences.

III. ORGANIZATION

The quality of education and research depends not only on the qualified staff, but also on the conditions in which teaching and research are conducted. Hence, the last - but nevertheless important - area of solutions I propose are issues related to the organization, infrastructure, and HR policy.

Main operational goals:

1. Appointment of a Faculty Committee for Finances to further improve economy and rationality of financial decisions using the bottom up method.
2. Further implementation of the NCU Strategy for 2021-26 and activities aimed at developing our relations with university bodies, faculties, discipline councils, by this intensifying cooperation and mutual understanding of needs.
3. Separation of the Centre of Veterinary Medicine as an independent unit with the provision of initial ongoing financing of activities and cooperation with the management of the Institute of Veterinary Medicine in contacts with the university administration in order to successively launch subsequent components of the Centre.
4. Improving internal communication, ensuring multidirectional flow of information and shaping effective forms and channels of communication.

5. Optimizing the competences of deputy deans and proxies in relation to the current needs of the Faculty, in accordance with the Statute of the Nicolaus Copernicus University.
6. Searching for financial resources to expand the infrastructure of both institutes.
7. Maintaining and, if possible, increasing the employment structure, as an experienced staff translates into the success of the Faculty.
8. Further consolidation of the scientific disciplines operating in our Faculty and continuation of activities integrating the academic community.
9. Improving the electronic service of the education process and student affairs by implementing a new solution for the service of studies and students, i.e. the Periodic Student Achievement Card (KOOS).
10. Popularization of the use of competency models as positive and useful models of professional development.

Faculty management

I believe that for the Faculty to function efficiently, it is necessary to appoint three vice-deans:

Vice-Dean for Students and Education - dr hab. Małgorzata Poznańska-Kakareko, prof.

UMK

Vice-Dean for Mobility and Internationalization - dr hab. Marcin Koprowski, prof. UMK

Vice-Dean for Organization and Development - dr Jarosław Sobolewski