

Name of Degree Programme (single-cycle degree) in: VETERINARY MEDICINE

Class: LM-42

Location: University of Padova - Campus of Agripolis - Legnaro

Reference Department: Animal Medicine, Production and Health - MAPS

School: Agricultural Sciences and Veterinary Medicine

First academic year of activation: 1992-93

GROUP FOR ACCREDITATION AND EVALUATION (GAV)

FACULTY

Prof. Mario Pietrobelli	(President of the Degree Programme) – Responsible for the Re-evaluation	mario.pietrobelli@unipd.it
Prof. Bruno Cozzi		bruno.cozzi@unipd.it
Dr. Michele Drigo		michele.drigo@unipd.it
Prof. Flavia Gattardo		flaviana.gattardo@unipd.it
Prof. Carlo Guglielmini		carlo.guglielmini@unipd.it
Prof. Lieta Marinelli		lieta.marinelli@unipd.it
Dr. Alessandra Piccirillo		alessandra.piccirillo@unipd.it

STUDENTS

Ms, Margherita Lanza	margherita.lanza@studenti.unipd.it
Mr. Alessandro Sammarco	alessandro.sammarco@studenti.unipd.it

STAKEHOLDERS

Dr. Lamberto Barzon	President of the Professional Association of Veterinarians for the province of Padova	brzlbr@gmail.com
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The GAV met to discuss the topics described in the sections of this Review Report, operating as follows:

- 29th November 2013
- 08th December 2013
- 09th January 2014

and then continued via email.

Presented, discussed and approved by the Council of the Study Programme on 20th January 2014

Summary of the outcome of the discussion of the Programme Board.

After presenting the 2014 Review Report, the Chairperson opened the discussion. Once the meeting had finished, the Programme Board considered it appropriate to highlight the following:

In 2013 the main strengths were:

- *The development of tools to assess Traineeship activities;*
- *A continuous relationship with the students, which resulted in useful feedback and incentives;*
- *Relationship with the Professors who were evaluated negatively by students.*

The Council highlights that, among the activities that are planned for the a.y. 2013-14, particular attention should be paid to:

- *Facilitate the transition between Year 1 and 2;*
- *Reduce the study load per year (especially in Year 3);*
- *Verify educational contents against the syllabus.*

The Board approved, by majority, the 2014 Review Report of the single-cycle Master Degree Programme in

I - Annual Study Review Report on the Degree Programme

1 - ENTRY, ROUTE, EXIT FROM THE DEGREE PROGRAMME

1-a CORRECTIVE ACTIONS ALREADY UNDERTAKEN AND RESULTS

The following corrective actions were identified in the 2013 Review Report:

Objective no. 1: Correct information on the veterinary profession and future employment prospects.

Actions taken: During the orientation days "Choose your Tomorrow", which took place on February 21 and 22, 2013, and, more specifically, during the presentation of the single-cycle Degree Programme in Veterinary Medicine, the film "Life as a Veterinarian" produced by the Italian Association of Veterinarians and presenting the activities performed by veterinarians was screened.

For students enrolled in the fourth and fifth year, the activity then continued with the series of meetings "What if I were to start working..." (October 21, 2013) and "What if I were to continue studying..." (October 28, 2013), promoted through the "What will I do when I grow up?" initiative, with the participation of the labour market too.

Progress of corrective action: Given the excellent results of these initiatives, they will be implemented in the coming years, too.

Objective no. 2: Publication of information on the websites of the School and Departments.

Actions taken: No actions were taken.

Progress of corrective action: This initiative has not yet been implemented because the websites of both the School of Agricultural Sciences and the Departments have only recently been made available. In the near future, both Departments will be asked to create a specific space within their websites.

Objective no. 3: Repeating students

Actions taken: No actions were taken

Progress of corrective action: A first analysis of the data highlights that the number of students repeating 1st year is steady, with approximately 20 students per year. In any case, the figure remains too high, corresponding to 25-30% of enrolled students. It is therefore necessary to find a solution to the problem.

The second quarter of 1st year is particularly significant in terms of study load since students are expected to sit both the exam of Biochemistry and that of Anatomy I. Some available options are to either move the exam of Biochemistry to the first quarter and/or modify the number of ECTS necessary to enroll in the 2nd year.

Objective no. 4: No. of years necessary to graduate

Actions taken: The situation is currently being monitored

Progress of corrective action: On a national level, the average number of years necessary to graduate is approximately 7.6 years (Alma Laurea, 2013). At the University of Padova, the duration is around 6.7 years, although the data provided by the University shows that in 2012, 21 students (almost 30%) graduated "on time".

Before taking any actions, the situation will have to be further monitored, also taking into consideration the nationwide debate around the possibility of increasing the number of years from 5 to 6.

1-b ANALYSIS OF THE SITUATION BASED ON DATA

• **Entry**

During the a.y. 2013-14, access to the Degree Programme in VM was based on a maximum number of 65 eligible Italian students + 10 non-EU students (three of which from the Marco Polo Project). In Padova, 916 students applied for admission and 746 were present at the test.

At the beginning of the first quarter (October 14, 2013), the total number of students enrolled was only 28, due to the introduction of complex entry procedures based on a single national ranking list.

Almost 2/3 of students (64.7%) came from the Veneto region, with a significant percentage of students coming from Lyceums (85.3%).

The situation related to academic debts (OFA) is similar to that of previous years, with a predominance of debts in PHYSICS-MATHEMATICS (70.6%) and CHEMISTRY (54.4%).

• **Route**

The number of working students remains quite low (2 in the a.y. 2012-13, 6 in the a.y. 2011/12, and 3 in the a.y. 2010-11), as is normal for a Degree Course whose attendance is mandatory.

As of July 2013, the number of students enrolled under the old system, *Vecchio Ordinamento (509/99)*, is 59.

The data related to 'out-of-course' students enrolled under the new system, *Nuovo Ordinamento (270/04)*, only considers students enrolled in the fifth year. After one year from the completion of the first cohort, it is possible to note that, for every one student "on time", there is one "out-of-course". This figure, however, needs to be further investigated in the years to come.

The percentage of students transferring to either other universities or degree programmes ranged between 1.7% and 11.7% in the period between 2008-09 and 2011-2012, respectively; furthermore this phenomenon mostly takes place towards the end of 1st year. The transfer of students to other degree programmes only concerns 2nd year students, with a percentage ranging between 5 to 10%. The reasons for such a phenomenon might be related to the fact that students, after completing their first year in Veterinary Medicine, ask to be enrolled in other medical-related degree programmes. There is no available data for the 2012/2013 cohort; however, a more detailed analysis shall be carried out.

From the course-based ECTS trend analysis, important information has emerged:

First and second year: 60% of students acquired between 46 and 60 ECTS; however, this figure reaches 80% if the percentage of students acquiring between 31 and 45 ECTS is also taken into account. The percentage of students passing all 1st year exams is in line with that of previous years (around 70-75%). This data needs to be further monitored, paying particular attention to:

- The number of students who are unable to enrol in 2nd year for failing to pass (for the second time) 1st year exams;
- The number of drop outs/student transfers to other degree programmes;
- The number of foreign students.

Third year: only 7% of students acquired the maximum number of ECTS, whereas 20% acquired less than 120 ECTS, confirming that 3rd year is particularly challenging as regards the teaching offer.

Fourth year: The data only refers to two cohorts and shows there is an even distribution in the 5 bands referring to the no. of ECTS acquired, ranging from less than 120 ECTS to 211 ECTS.

Fifth year: There is no data available.

It is necessary to take note that, in spite of the fact that traineeship-related ECTS are awarded from 2nd year, they are validated only once students have submitted the Graduation application form.

- **Exit**

The available data is not sufficient to objectively assess the average duration of the degree programme as it only refers to students belonging to the new system's first two cohorts. It is therefore normal that the data tends to be in line with the legal duration of the degree programme (5.04 years for the 21 graduates in 2012 and 5.37 years for the 25 graduates in 2013). In future, it would be desirable to continue monitoring the data referring to the student cohort per average duration, as well as the graduation rate after one, two and three years.

- **Internationalization**

As of today, the degree programme has signed Erasmus partnerships with 17 universities (including Bern and Zurich, which, however, will not be offered for much longer due to the small number of requests), for a total number of 31 places available for both incoming and outgoing students. In the a.y. 2012-13, only 48.38% of places available for outgoing students (15 out of 31) was actually used. After the 2013 revision, which involved the elimination of 2 Erasmus locations (Berne and Zurich), the new location of Budapest was added. Student's level of satisfaction for this location will have to be assessed. The available data on ECTS acquired refers to 2012, with 371 ECTS acquired by incoming students and 351 ECTS acquired by outgoing students.

In July 2014, the first four-year cycle of the exchange program known as VILP (Veterinary International Leadership Program), involving the University of Texas A&M (USA) and Tufts University (USA), and allowing Italian students to participate in educational activities in the USA, was completed. During summer 2014, a two-year project with the University of Texas A&M was launched. It involved 8 American students, who participated in the Food Safety and Public Health workshop that took place in June 2014 at the Campus of Agripolis, and 8 Italian students, who will participate in the Clinical Rotations workshop taking place during summer 2015 at the University of Texas A&M. The project was funded by both the University of Padova and the Departments of MAPS and BCA.

1-c CORRECTIVE INTERVENTIONS

Objective no. 1: *Overcome the difficulties regarding the transition between Year 1 and 2*

Actions to take:

In order to overcome the difficulties regarding the transition between 1st and 2nd year, it was decided to modify 1st year course structure by distributing the different courses over several quarters. In particular, it was decided to separate Anatomy I from Biochemistry by moving the latter to the first quarter. To balance the study load, Medical Physics and Methods for Risk Analysis was postponed and moved to the second quarter.

Modalities, resources, deadlines, responsibilities:

This action will be further assessed by GAV and submitted to the Council of the Degree Programme for approval. This action shall be implemented by the deadlines established by the University. Results will be monitored once the 2014-15 student's cohort is completed.

Objective no. 2: *Reduce the teaching load for Year 3*

Actions to take:

It was decided to reduce the teaching load by moving some courses to other years of study. In addition, the implementation of Syllabus will allow to monitor the real teaching loads and the consistency of ECTS with courses.

Modalities, resources, deadlines, responsibilities:

This action will be further assessed by GAV and submitted to the Council of the Degree Programme for approval. This action shall be implemented by the deadlines established by the University. Results will be monitored once the 2014-15 student's cohort is completed.

Objective no. 3: *Encourage participation in the Erasmus programme*

Actions to take:

During 2015, meeting with both students and the representatives of mobility flows will be held in order to gather as much information as possible on the issue.

Modalities, resources, deadlines, responsibilities:

This action will be coordinated by the contact person of the Degree Programme responsible for the Erasmus Programme, alongside with the coordinators of the School. This action shall be implemented long before the deadline for the submission of the application. Results will be monitored throughout the a.y. 2014-15.

2 – STUDENT'S EXPERIENCE

2 – a CORRECTIVE ACTIONS ALREADY UNDERTAKEN AND RESULTS

Objective no. 1: *Teaching evaluation survey*

Actions taken:

During the two meeting that took place on April 29/30, 2013, students were invited to complete the teaching evaluation survey.

Actions to take:

It is necessary to continue raising awareness amongst students about the importance of the teaching evaluation survey. This point was also thoroughly addressed in the assembly held during the "Week for the Improvement of Teaching" on November 26, 2013. In the a.y. 2013-14, new ways of administering the survey were also implemented. Hopefully, such changes may result in an increase in the response rate.

Objective no. 2: *Foster the use of open-ended questions to be administered in class*

Actions taken:

During the meeting of the Degree Programme Council held on March 22, 2013, it was highlighted the importance of administering open-ended questions to students. Furthermore, professors were not only invited to use this tool, but were also given instructions on how to download the survey from the School's website.

Actions to take:

It is necessary to continue raising awareness amongst professors about the importance of using this tool.

Objective no. 3: *Creation of a Traineeship evaluation survey*

Practical training is an extremely important activity within the degree programme. Until 2012-13 there were no tools in place to assess Traineeship activities (except for the student's Logbook).

Actions taken:

From the a.y. 2013-14, two evaluation tools were implemented:

- a. Student evaluation survey: it must be completed by professors and/or external professionals involved in Traineeship activities. Every student will be assessed based on 6 different criteria, on a scale of one to five each. In order for traineeship activities to be recognized, students must be evaluated ≥ 18 , provided that none of the scores they are awarded is equal to 1. Should students receive an insufficient evaluation, they will have to repeat the activity in the following academic year;
- b. Teacher evaluation survey: students will have to provide an evaluation of professors involved in Traineeship activities. The anonymous survey, which was drafted following the instructions provided by ANVUR and is accessible through the Moodle platform of the School of Agricultural Sciences and Veterinary Medicine, is mandatory for all students.

From the a.y. 2012-13, the completion of the register concerning the no. of hours devoted to Traineeship activities is also mandatory for both internal and external professors.

Actions to take:

The analysis of the data deriving from Traineeship evaluations will be carried out throughout the year and will be used to identify any corrective actions.

Objective no. 4: *Interact with the University to identify the best moment to administer the survey, and subsequently communicate the findings to professors.*

Actions taken:

The evaluation results for the a.y. 2012-13 were received in advance compared to previous years; however, it is expected that delivery times will be further shortened in the future, allowing for the results to be examined more accurately by both the GAV and the Council of the Degree Programme. This issue is highlighted each time a meeting with the GAV Executive Board takes place.

Progress of corrective action:

According to the instructions provided by the School of Agricultural Sciences and Veterinary Medicine, the results will be made available by April 2014 (1st quarter and 1st semester) and September 2014 (2nd and 3rd quarter, and 2nd semester), allowing a more detailed analysis of the data.

Objective no. 5: *Meeting between the Chairman and the Professors who were negatively assessed*

On October 4, 2013, the Chairman of the Degree Programme sent a letter to the five professors who, in the a.y. 2011-12, were negatively assessed in one or more categories (overall satisfaction, organizational aspects and didactic action) asking them to provide, in written form, the reasons for such results, other than requesting an interview with them. All professors replied to the letter: 4 attended the interview, and 3 provided, in written form, their reasons for the insufficient evaluations, too. Both the interviews and the explanations they provided were very helpful to understand the reasons for such results and assess further improvement measures to be implemented.

Actions to take:

In the next academic year, it will be necessary to find a definitive solution to tackle the only "chronic" case that has been receiving negative evaluations for several years now. Meetings with the professors who received negative evaluations will be re-scheduled, if possible before classes begin.

Objective no. 6: *identification of coordinating Professors for each year of course*

Coordinating professors shall be appointed in the current academic year.

Objective no. 7: *Syllabus*

Actions taken: Provided that the Excel Syllabus prepared by the University and included in the 'Scheda Unica Annuale' (Single annual report) does not constitute a real Syllabus, the GAV decided to develop another one, within the Degree Programme, containing all the information that had already been included in the 2013 Review Report.

Progress of corrective action: From the a.y. 2013-14, professors will be asked to complete the Syllabus by providing a detailed description of the content and no. of hours allocated, and the intended educational objectives for each topic. This data, which will be available in Excel format, represents the database to perform cross-checks on topics that were treated in more courses, verify the consistency between programmes and content, etc.

2 - b ANALYSIS OF THE SITUATION ON THE BASIS OF DATA, WARNINGS AND OBSERVATIONS

The results of student satisfaction questionnaires were presented in an aggregate form and discussed on November 26, 2013, during the "Week for the improvement of Teaching".

Data to be considered (questionnaires proposed to students in the academic year 2012-13):

- *Completion of the questionnaires.* There was a reduction in student participation in the expression of evaluations, which achieved 75%; this figure is 4% less than the university average. The response rate is variable among the different programmes and tends to decrease starting from the 3rd year. The effects of the implementation of new procedures regarding the completion of questionnaires (the time available to complete the questionnaire has been reduced) need to be assessed in the coming years.
- *Level of satisfaction based on courses.* The general satisfaction of students on the Degree Programme for each course is in line with the average of the university. The score average is equal to 7.66, with 92% positive evaluations, of which 38% with marks above 8.
- *Level of satisfaction based on organisational aspects.* The teaching organization offered by the Degree Programme is positively evaluated by students (average score: 8.1). There are still some critical issues concerning the adequacy of the recommended teaching material, which was considered inadequate in 21% of courses.
- *Level of satisfaction based on the educational action.* The teaching action is evaluated positively by students, with an average score of 8, higher than that of the university (7.8). The percentage of positive evaluations is 95%, of which 46% with scores higher than 8.
- *Fair balance between study load and assigned credits.* Once again this year, a significant percentage of teaching units (35.5%) received either an insufficient evaluation or barely sufficient.
- *Traineeship activities.* From the a.y. 2013-14, the evaluation of both students and professors (internal and/or external) is active. This shall make it possible, by the end of this year, to analyze the evaluation results referring

to Traineeship activities, which are not yet taken into account in the evaluations carried out by the University.

- Analysing the evaluations collected by the "Graduates' Profile - 2012" published on the Alma Laurea Consortium website, it emerges that 70% of the interviewees consider the teaching load of the Degree Programme feasible (75% university average), 90% are satisfied with the Degree Programme (university 89%), and 89% are satisfied with the relationship with professors. As concerns teaching facilities, the level of satisfaction of interviewees is good, although there were some complaints regarding the number of computers stations available.

Further observations surfaced from the presentation prepared by student representatives during the Assembly of November 26, 2013, held as part of the "Week for the Improvement of Teaching". In particular, the following problems have been identified:

- Lack of consistency in the Degree Programme's educational objectives as concerns basic subjects, traineeship activities and organisation of elective courses;
- Non-compliance with the exam procedures that were adopted at the beginning of the academic year;
- Excessive study load in comparison with the no. of ECTS assigned to single courses;
- Excessive study load in the third year;
- Repetition of and lack of coordination between courses and their related traineeship activities.
- Little teaching space given to specific professional aspects.
- Inconveniences caused by the overlapping of traineeship activities with other educational/evaluation activities.

These problems need to be further investigated by both the GAV and the Council of the Degree Programme.

Some critical issues on the effectiveness of the channels through which students' indications/observations are collected also arose. As a matter of fact, there are a number of Student Information Points (School didactic office, Tutors, Student secretariat) that do not pass the information they receive on student problems to the Council of the Degree Programme. Furthermore, the degree of coordination existing between these services is not clear. It would also be desirable to improve the flow information between the different people involved in the educational organisation (Coordinators of Erasmus flows, tutors, contact persons for the Departments/School, professors, students and technical-administrative staff). Finally, several remarks regarding the difficulties of finding information on the new School's website were also received.

2 - c CORRECTIVE INTERVENTIONS

Objective no. 1: *Verification of teaching loads*

Actions to take:

The tools to be used to verify the adequacy of course contents will be:

- Completion of the Syllabus according to the instructions provided for by the Council of the Degree Programme
- Discussion with students to gather information on their "dissatisfaction" with teaching loads
- Meetings with the professors whose teaching loads is deemed excessive by students

Modalities, resources, deadlines, responsibilities:

These actions will be carried out during the entire academic year and will affect, in particular, courses taking place during the 1st semester/quarter (March-April), 2nd semester/quarter and 3rd quarter (July-September). Results of these actions will be available from the a.y. 2014-15.

Objective no. 2: *Improve the quality of the teaching materials*

Actions to take:

In order to assess the achievement of this objective, it is necessary:

- To check, alongside with professors, the teaching materials that are currently in use and assess the modalities through which they can be disseminated
- To carry out a review of the data provided in the programs uploaded on Moodle
- To discuss with students those aspects that can be further improved
- To identify guidelines for professors concerning the type of teaching materials to be used and the modalities through which they can be disseminated

Modalities, resources, deadlines, responsibilities:

These actions will be carried out during the entire academic year and will affect, in particular, courses taking place during the 1st semester/quarter (March-April), 2nd semester/quarter and 3rd quarter (July-September). Results of these actions will be available from the a.y. 2014-15.

Objective no. 3: *Syllabus*

Actions to take: Provided that the Excel Syllabus prepared by the University and included in the 'Scheda Unica Annuale' (Single annual report) does not constitute a real Syllabus, the GAV decided to develop another one within the Degree Programme, containing all the information that had already been included in the 2013 Review Report. This tool represents the basis for clarifying and discussing all the critical issues that were put forward by students during the "Week for the Improvement of Teaching" (little coherence with the objectives of the Degree Programme, little coherence between ECTS assigned and breadth of the subject, necessity to improve the coordination between

courses with similar content to avoid overlapping and/or repetitions, optimisation of the distribution of classes and lack of coordination between professors).

Modalities, resources, deadlines, responsibilities:

From the a.y. 2013-14, professors will be asked to complete the Syllabus by providing a detailed description of the content and no. of hours allocated, and the intended educational objective for each topic. The data is entered using an Excel tabular format, divided into subjects and no. of hours allocated, and will serve as a database for further analysis (topics treated in more courses, consistency between programs and content, confirmation of content by students, etc.).

Objective no. 4: *identification of coordinating Professors for each year of course*

Actions to take:

This activity, which had already been planned for 2013, was not completed. The GAV has identified the Coordinating Professors for each year of course. The list will be submitted to the Council of the Degree Programme for the final approval.

Modalities, resources, deadlines, responsibilities:

Coordinating professors shall be given specific tasks, such as:

- To collect data related to teaching materials provided by professors (type, quality, modalities of dissemination, use of Moodle platform)
- To become a reference point for gathering the information provided by students and professors, and report it to the GAV to identify appropriate solutions.
- To provide support to professors in the drafting of the Syllabus.

Objective no. : *Improve information flow*

Actions to take: This action promoted by the GAV is aimed at raising awareness, among the different subjects involved in the educational organisation (Coordinators of Erasmus flows, tutors, contact persons for the Departments/School, professors, students and technical-administrative staff), about the importance of having a fully functioning information flow system in place.

Modalities, resources, deadlines, responsibilities:

It is necessary to urge the School to not only monitor and improve the information flow, but to make the School's website more user-friendly, too.

3 – TRANSITION INTO THE LABOUR MARKET

3-a CORRECTIVE ACTIONS ALREADY UNDERTAKEN AND RESULTS

Objective no. 1: *Seminar with Enpav, Fnovi and the Professional Association of Veterinarians*

Actions taken: This activity was replaced with the following series of meetings, "What if I were to start working..." (October 21, 2013) and "What if I were to continue studying..." (October 28, 2013), promoted through the "What will I do when I grow up?" initiative, which attracted a large no. of students enrolled in the fourth and fifth year as well as professionals.

Objective no. 2: *Round table with stakeholders*

Actions taken: As concerns stakeholders, it was not possible to establish a real round table. Despite this, however, all initiatives, with particular regard to training activities with students (October 21 and 28, 2013) and the Assembly that will be held on November 26, 2013, during the "Week for the Improvement of Teaching", saw an active participation of the world of veterinarians. Furthermore, the President of the Professional Association of Veterinarians for the province of Padova is a member of the GAV.

Objective no. 3: *Post-lauream traineeship activities*

Actions taken: These activities were further implemented during 2013, and 13 students benefited from this possibilities provided for by the Regional Law.

Unfortunately, the existing legislation had a negative impact on this activity due to the implementation, by the Veneto Region, of Law 92/2012, establishing that "...with the exception of some amendments providing clarifications or further explanations of individual provisions, the most important change, provided for by Law 92/2012, regards the obligation to pay students an allowance for their participation in the activity; on the contrary, regional provisions only referred to the aforementioned allowance as optional. Specifically, it was established that trainees shall be paid a minimum allowance of EUR 400 gross per month, which can drop to EUR 300 gross per month in the event that trainees are provided with either meal vouchers (excluded from taxation) or a company canteen service".

The aforementioned amendments resulted in a sharp decrease of Post-lauream traineeship requests from recent graduates, with prejudice to young people.

3-b ANALYSIS OF THE SITUATION, COMMENT ON DATA

The data is taken from the "*Graduates' Profile - 2012*" published on the Alma Laurea Consortium website. To capture the "*Employment situation of graduates*" (data updated in March 2013), interviews were conducted with graduates at 1 year (65 out of 70 graduates), 3 years (51 out of 55 graduates) and 5 years (37 out of 45 graduates) post-graduation.

The results indicate that, at one year post graduation, 61% are in work, while after 3 and 5 years 97% are employed. This percentage is higher than that reported in the 2011 survey according to which, at 1 and 3 years post-graduation, 47.8% and 79.2% of interviewees were in work, respectively. Overall, these scores are below the university average at 1 year (77%) post-graduation, but higher at 3 (88%) and 5 years (92%) post-graduation.

Interviewees were satisfied with the work done (7.4 out of 10), although the data indicates that the profession generally guarantees rather low average monthly earnings: 1 year (743 Euro), 3 years (878 Euro) and 5 years (1.100 EUR) post-graduation. The values are significantly lower than the average graduates of the University of Padova, who earn 1.181, 1.309 and 1.635 Euros, 1, 3 and 5 years post-graduation.

According to the questionnaires completed by the 12 veterinarians acting as Commissioners in the national examination for the profession, recent graduates of the Veterinary Medicine Degree Programme proved to have a good general knowledge, but limited capacity to apply in practice theoretical knowledge, as well as insufficient knowledge of the real professional life of veterinarians.

Mandatory practical training, which consists of 45 ECTS that must be completed by students, shall become the tool to overcome such shortcomings.

During 2013, the Council of the Degree Programme tried to strengthen the participation of recent graduates in Post-lauream Traineeship activities. This activity, which is provided for by a Regional Law, could represent the first step for graduates into the labor market. After raising graduates' awareness about this opportunity, there was a significant increase in their requests (10 in 2013). Unfortunately, the implementation of the provisions established by Regional Law 92/2012 (according to which trainees must receive a minimum allowance of EUR 400 for participating in the activity) resulted in a sharp decrease in post-lauream traineeship requests from graduates; as a matter of fact, there are few facilities (clinics, companies, etc.) that can "fund" this initiative, with a significant prejudice for both graduates and the facilities that could accommodate them.

Post-lauream training activities bring, instead, benefit for both sides: recent graduates have indeed the chance to experience what working in a professional environment means, whereas professionals can identify potential colleagues with whom they may decide to continue working.

Further difficulties concerning the integration of recent graduates into the public sector stem from the non-activation, upon a decision by the University, of Specialization Schools, which represent an important step for graduates to enter and/or engage in activities with the National Health Service. It is absolutely necessary for this tool to be re-implemented so not to further reduce graduates employability prospects.

3-c CORRECTIVE INTERVENTIONS

Objective no. 1: *Correct information on the labour market*

Actions to take:

During the a.y. 2013-14, it will be necessary to continue with the organisation of meetings with veterinary professionals, to provide students in their last years of Degree with the correct information on prospective work and information on sectors in which graduates can find further opportunities.

Furthermore, a FAQ section on the veterinary profession was created in collaboration with stakeholders, and will be soon added to the website of the School of Agricultural Sciences and Veterinary Medicine.

The activity, which had already been planned in the last Review Report, was not completed.

Modalities, resources, deadlines, responsibilities:

This action will be promoted and implemented by the President of the Degree Programme, in collaboration with the GAV and the the Association of Veterinarians. The outcome of these actions will be reported in the next Review Report. It is expected that at least 2 more meetings will be held between April and June. The GAV will also be responsible for making sure that FAQs are prepared and uploaded on the School's website, if possible before the end of March 2014 so that they can be consulted before the admission test planned for April 9, 2014.

Objective no. 2: *Relationship with the Professional world*

Actions to take:

During the a.y. 2013-14 it will be necessary to continue the activities in collaboration with the Veterinary Professional world. In particular, the Council of the Degree Programme will work towards establishing a

permanent round-table with the Regional Federation of the Veterinarians' Association (FROV) to discuss both the training of future veterinarians and the veterinary profession.

Modalities, resources, deadlines, responsibilities:

This action will be coordinated by the President of the Degree Programme and the President of the FROV, in agreement with the GAV. The outcome of these actions will be reported in the next Review Report. Unfortunately, it is not yet possible to establish a deadline before which this action must be implemented as it largely depends on the will of other bodies (FROV).

Objective no. 3: *Specialisation Schools*

Actions to take: The problem stemming from the non-activation of Specialisation Schools cannot be dealt with by the Council of the Degree Programme, as its solution depends on decisions made at the university level. In spite of this, however, the Degree Programme will become an active part in the interaction with the highest institutional positions of the university to reiterate the importance of post-graduate training for graduates in Veterinary Medicine.

Modalities, resources, deadlines, responsibilities:

This action will be promoted and implemented by the President of the Degree Programme, in collaboration with the GAV. The outcome of this action depends mostly on the will of the university. Unfortunately, it is not yet possible to establish a deadline before which this action must be implemented as it largely depends on the will of other bodies (FROV).

Objective no. 4: Creation of a 'notice board'

Actions to take: A 'notice board' section will be created in collaboration with the Regional Federation of the Veterinarians' Association and added to the School's website. In this section, students will be able to find all information concerning job offers and applications for recent graduates.

Modalities, resources, deadlines, responsibilities:

This action will be promoted and implemented by the President of the Degree Programme, in collaboration with the School's Secretariat. The outcome of these actions will be reported in the next Review Report. It is expected for this action to be implemented throughout this year.

Objective no. 5: *Identification of facilities for Post-Lauream Traineeship activities*

Modalities, resources, deadlines, responsibilities:

The Degree Programme will become an active part in the creation of a list of facilities affiliated with the University that can accommodate (and pay) recent graduates engaged in Post-lauream Traineeship activities. The list will be made available through the School's website.

Modalities, resources, deadlines, responsibilities:

This action will be promoted and implemented by the President of the Degree Programme, in collaboration with the School's Secretariat. The outcome of these actions will be reported in the next Review Report. Unfortunately, it is not yet possible to establish a deadline before which this action must be implemented as it largely depends on the will of other bodies (facilities involved).