

SELF-EVALUATION REPORT

Data for the Institution for higher education	
Name	Faculty of veterinary medicine – Skopje
Address	st. Lazar Pop Trajkov 5/7, 1000 Skopje
Contact information	Web page: https://fvm.ukim.edu.mk/ phone: ++ 389 2 3240 700 fax: ++ 389 2 3114 619
Authorized person of the institution (name and surname, official contact information)	Prof. d-r Dean Jankuloski, Dean djankuloski@fvm.ukim.edu.mk
Coordinator for external evaluation of the institution (name and surname, official contact information)	n/a
Reason for external evaluation	<input type="checkbox"/> Annual plan <input type="checkbox"/> Request by the institution <input type="checkbox"/> Request from the National Council for higher education and scientific research <input type="checkbox"/> Request by the corresponding Ministry for higher education
Period to which the report refers	academic year 2023-2024
Decision on the formation of the evaluation commission (decision number and date)	
Was an objection submitted regarding the composition of the expert commission for external evaluation?	n/a

Place, Date

Authorized Person of the Institution

Prof. d-r Dean Jankuloski, Dean

1. GENERAL INFORMATION

General Information (filled by the institution for higher education)	
Name of the institution for higher education	Faculty of veterinary medicine – Skopje (FVM-S)
Address	st. Lazar Pop Trajkov 5/7, 1000 Skopje
Web page	www.fvm.ukim.edu.mk
Mission and vision of the institution	<p>The Faculty of Veterinary Medicine – Skopje (FVM-S) carries out teaching, scientific research, and applied activities in the field of veterinary medicine and veterinary public health. The mission of FVMS is achieved through organizing education, knowledge transfer, developing and promoting new professional-scientific knowledge in veterinary health in the country, developing creative skills, and preparing students for the profession of Doctor of Veterinary Medicine. This profession, in addition to requiring professional knowledge, incorporates a scientific approach and the implementation of technological advancements, thereby establishing the foundation for the future development of veterinary medicine.</p> <p>The vision of the FVM-S is to be internationally accredited as a higher education institution (accredited by EAEE) for the education of Doctors of Veterinary Medicine (integrated studies of the first and second cycles). The goal is to educate students in the fields of veterinary medicine and food safety, and to be nationally and internationally recognized as an educational and scientific institution with scientific research and applied activities, continuous education, inter-institutional and international cooperation.</p>
Type of higher education institution (public, private-public non-profit institution, and private non-profit institution)	Public institution for higher education – unit within the University
Data on the latest accreditation of the institution and the study programs for the first, second, and third cycle of studies.	<p>Study Program: Veterinary medicine first and second cycle integrated studies</p> <p>Accreditation decision for the study program from the Board for Accreditation of Higher Education: 08-489/9 from 9.8.2023. Decision to commence the study program from the Board for Accreditation of Higher Education: 08-1052/4 from 21.8.2023.</p> <p>Study Program: Veterinary Medicine, first and second cycle integrated studies in English</p> <p>Accreditation decision for the study program from the Board for Accreditation and Evaluation of Higher Education: 1409-234/3 from 10.5.2019. Decision to commence issued by the Ministry of Education and Science: 14-109/4 from 14.2.2020.</p> <p>Second cycle of studies</p> <p>Study Program: Food Safety and Quality – second cycle specialist (professional) studies</p> <p>Accreditation decision for the study program from the Board for Accreditation of Higher Education No. 08-49/7 from 11.12.2020. Decision to commence No. 08-311/4 from 17.2.2021.</p> <p>Third cycle of studies</p>

	<p>Study Program: Veterinary Medicine – third cycle of studies Accreditation decision for the study program from the Board for Accreditation of Higher Education No. 03-1387 from 30.9.2021. Decision to commence the study program, issued by the Government of the Republic of North Macedonia No. 40-11134/1 from 2.11.2022.</p> <p>Study Program: Food Safety – third cycle of studies Accreditation decision for the study program from the Board for Accreditation of Higher Education No. 05-125/4 from 20.11.2020. Decision to commence No. 40-9760/1 from 14.9.2021.</p>
Number of employees appointed to teaching-scientific, teaching-professional, scientific, teaching, and associate positions, who perform higher education activities.	<p>Total number of persons appointed to teaching-scientific or scientific positions:</p> <p>Full Professors: 20 Associate Professors: 13 Assistant Professors: 4 Scientific Advisor: 1 Senior Scientific Associates: 3 Scientific Associates: 2 Teaching Assistants: 4</p>
Number of students in the last academic year, by cycle of studies.	<p>Students enrolled in the first and second cycle integrated studies: 21</p> <p>Students enrolled in second cycle, specialist studies: 3</p> <p>Students enrolled in third cycle doctoral studies: - Veterinary Medicine: 1 - Food Safety: 1</p>
Briefly explain the development of your institution (not longer than 1 page).	<p>The establishment of veterinary studies in the Republic of Macedonia began in 1991, when the Veterinary Institute and the Faculty of Agriculture (now the Faculty of Agricultural Sciences and Food) initiated activities to open a Veterinary Faculty. This initiative received support from both state universities in the Republic of Macedonia at the time (the "Cyril and Methodius" University in Skopje and the "Clement of Ohrid" University in Bitola). Based on their proposal, the Assembly of the Republic's Community for Directed Education decided, at a session held on April 18, 1991, to organize veterinary studies as a veterinary direction at the Faculty of Agriculture in Skopje. The direction of veterinary medicine began operating in the 1991/1992 academic year. Shortly after enrolling the first generation of students, in 1992, activities were initiated to separate the veterinary direction from the Faculty of Agriculture and establish an independent Veterinary Faculty. Officially, the Veterinary Faculty started operating on January 1, 1994, and the first generation of students enrolled in the 1994/1995 academic year. In 2000, the Veterinary Faculty acquired a new name – the Faculty of Veterinary Medicine – Skopje (FVM-S), and in 2004, by decision of the Government of the Republic of Macedonia, the Veterinary Institute was merged with the Faculty of Veterinary Medicine – Skopje. Thus, FVM-S became the legal successor of the Veterinary Institute and took over all its activities. With the enactment of the Law on Higher Education in 2008, the Faculty of Veterinary Medicine – Skopje ceased to be an independent legal entity and became an organizational internal unit of the integrated "St. Cyril and Methodius" University in Skopje.</p>
What are your key institutional capacities? (not longer than 1 page).	<p>- Leading institution with numerous accredited laboratories and methods according to ISO 17025 for veterinary, public health and environment; - Competent and well trained teaching, research and technical staff;</p>

	<ul style="list-style-type: none"> - Education of future doctors of veterinary medicine and development of future teaching and research staff in the field of veterinary medicine and food safety; - Providing services within the industry and public sector, including the control of domestic animal diseases as per legal regulations, food safety and quality control for human consumption, animal feed control, advancement of veterinary public health, and services related to animal welfare, ecology, domestic animal production and reproduction, and services for pet owners; - Continuous policy for professional development of teaching and research staff and other academic personnel for improvement of teaching, research, and application activities; - Continuous education through scientific gatherings, seminars, and international workshops organized by the Faculty or in collaboration with other organizations; - Wide international recognition and cooperation with universities, research institutions and laboratories at regional, European level and worldwide; - State of the art equipment in the existing laboratories and clinics.
In which areas/issues/standards/indicators has your institution made the most significant progress in the last five years? (not longer than 1 page).	<p>The progress and development of the FVM-S in the period between 2018-2023 are presented in the 5-year Self-evaluation report (https://fvm.ukim.edu.mk/fakultet/samoevaulacija/). In the last academic year, 2023-2024, significant progress was made in the following areas:</p> <p>Standard 1 - Institutional Policies for Quality Assurance:</p> <ul style="list-style-type: none"> - Implementation of the new Statute of the Faculty with an organizational structure adapted to the educational and research needs of the enrolled students; - Development of policies for quality assurance; - Establishment of working groups and enrollment of all relevant personnel in preparation for developing the Self-evaluation report for the forthcoming external evaluation by the European Association of Establishments for Veterinary Education (EAEVE); <p>Standard 2 - Creation, Approval, and Monitoring of Study Programs:</p> <ul style="list-style-type: none"> - Initiation of the re-accreditation of the Study Program: Veterinary Medicine, first and second cycle integrated studies in English; - Integration of the survey for teaching, administrative staff, and students through the iKnow system; and <p>Standard 6 - Learning Resources and Student Support:</p> <ul style="list-style-type: none"> - Procurement and introduction of animal models as new noninvasive and nonharmful teaching methods for students working with animals.
What are your biggest challenges and disadvantages? (not longer than 1 page).	<ul style="list-style-type: none"> - Opening of new veterinary faculties in the country, leading to unfair competition and a decline in educational quality in veterinary education; - Unfavorable demographic trends due to youth migration, resulting in a continuous decline in student enrollment; - Insufficient national funding for the development and implementation of educational and research activities; - Lack of financial autonomy and the presence of administrative obstacles hindering the development of education, research, and project-based activities within the Faculty; - Complicated process of enrolling foreign students in the English-taught Veterinary Medicine program due to the complex admission and document nostrification process in the Ministry of Education and Science;

	<ul style="list-style-type: none"> - Inability to hire young staff for teaching and research positions due to employment being conditional on approval from relevant state authorities (Ministry of Education and Science, Ministry of Finance, and Ministry of Administration); - Limited space for teaching, research, application, and clinical activities at the Faculty; - Lack of hands-on training, increasing the practical teaching hours, and access to facilities for students to gain practical skills; - Wider implementation of the iLearn/Moodle platform for permanent access to teaching materials and streamlined administrative procedures for exams; - Introduction of a second shift and 24-hour duties at the University Veterinary Hospital for pet animals; - Lack of suitable facilities for lectures and more practical training in anatomy, pathology, farm animal clinics, and food production; - Involvement of new species and increasing access to practical work in the curriculum with some species, such as horses and exotic animals; - Intensifying cooperation with faculties offering English-language curricula to exchange faculty and improve English language skills; - Lack of young and highly qualified teaching staff in some subjects and areas of veterinary medicine.
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2. STANDARDS AND QUALITY INDICATORS

Standard 1

Standard 1: INSTITUTIONAL POLICIES FOR QUALITY ASSURANCE	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
1.1. The institution has a quality assurance policy that is published and publicly accessible.	Institutional act or other document regulating the quality policy; Link to the publication on the website.
<p>The quality assurance (QA) policy of the Faculty of Veterinary Medicine – Skopje (FVM-S) is based on several key elements integrated into the institution's working processes. The first element is the mission and vision outlined in the inaugural five-year Strategic Plan (2018-2023) of FVM-S (Annex 1.1.A). This document provided the main framework for establishing QA and building the principles of the institution's operations. The new Strategic Plan (2023-2028) is still a work in progress by the Committee established within the FVMS (Annex 1.1.B), but the mission and vision of the institution remain unchanged. The second important element is the new Statute of the FVM-S, which came into force on March 1, 2024, after being adopted on December 1, 2023 (Annex 1.1.C). The new statute introduced substantial reorganization, merging the previous three institutes into one and granting higher autonomy to all organizational units within the faculty. This was followed by the issuance of the new Quality Policy on December 4, 2023 (Annex 1.1.D), which states that the educational, scientific, and applicative work of FVM-S is based on the Faculty's Strategic Plan, Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG), the Bylaw for standards and procedures for external evaluation and self-evaluation by the Agency for Quality Assurance in Higher Education in the country (AKVO), standards of the European System of Evaluation of Veterinary Training (ESEVT), and the integrated quality system according to the standard MKC ISO/IEC 17025:2018.</p> <p>Additionally, this Quality Policy outlines possible activities to achieve high quality in higher education at the institution.</p>	

Complementing this policy is the Bylaw for Quality Assurance of the FVM-S (Annex 1.1.D), which details the objectives, purposes, areas of evaluation, and organization of the faculty's quality assurance system. This document lists the areas for quality assurance and assigns implementation responsibility to a special Committee for Quality Assurance. Recently, on the initiative of the University, the Council for Quality Assurance at the Faculty was formed with a primary task on continuous work on quality improvement in collaboration with the commission for self-evaluation of the faculty (Annex 1.1.E). The quality assurance of FVM-S is further supported by the decision of the Teaching-Scientific Council of FVM-S on March 31, 2023, to participate in the preliminary external evaluation/visitation by the European Association of Establishments for Veterinary Education (EAEVE), (Annex 1.1.F). This decision led to the establishment of working groups within the faculty, which are currently working on the Standard Operation Procedure (SOP) 2023 of the EAEVE. One of these working groups focuses on achieving the requested indicators defined in Area 1 - Objectives, Organization, and Quality Assurance Policy of this SOP (Annex 1.1.F). This approach complements the other elements of the FVM-S's quality assurance framework. Another key element of quality assurance at FVM-S relates to the laboratories within the Veterinary and Food National Institute, which is part of the FVM-S. These laboratories have obtained international accreditation according to the standard "General requirements for the competence of testing and calibration laboratories" MKC ISO/IEC 17025:2018 (Annex 1.1.G). One of the key principles of this standard is quality assurance for laboratories, for which FVM-S has established a corresponding system. This standard for laboratories is linked to and complementary with the QA for higher education, and these laboratories are integrated into the educational, scientific, and applicative work of the faculty. All the above documents are publicly available and published on the faculty's webpage (www.fvm.ukim.edu.mk).

Annexes

Annex 1.1.A Strategic Plan of FVM-S, 2018-2023

Annex 1.1.B Decision to form a Commission for the Development of the Strategic Plan for the Development of FVMS 2023-2028

Annex 1.1.C Statute of the Faculty of Veterinary Medicine Skopje, as pas of the University Ss. Cyril and Methodius in Skopje

Annex 1.1.D Quality Policy of the Faculty of Veterinary Medicine – Skopje at the University of 'Ss. Cyril and Methodius' in Skopje and Regulations of the Quality Assurance System at the Faculty of Veterinary Medicine – Skopje, University of 'Ss. Cyril and Methodius' in Skopje

Annex 1.1.E Decision for the Formation of the Quality Council at the Faculty of Veterinary Medicine – Skopje

Annex 1.1.F Decision for EAEVE Visitation and Working Groups for Developing the Self-Evaluation Report for External EAEVE Visitation and External Accreditation

Annex 1.1.G Annex to the Accreditation Certificate of Testing Laboratory No. LT-006

1.2. The institution has an efficient and logical system for quality assurance in education. It employs various evaluation tools to enhance education quality and regularly conducts evaluations covering subjects, teaching staff, student services, and overall satisfaction with the studies. These activities are conducted according to the established calendar of activities.

Information on the tools used for the evaluation and improvement of the quality of higher education (time of evaluation, access, etc.):
Surveys for all conducted self-evaluations and other tools used for self-evaluation. Yearly calendar of activities related to quality assurance.

The evaluation of the Faculty for quality assurance has been performed for over 10 years. The Faculty has been producing self-evaluation reports in compliance with existing legislation, which mandates reports every three years (self-evaluation reports for 2013-2016, 2017-2020), and the last self-evaluation report was for a period of five years 2018-2023 (Annex 1.2.A). Additionally, the Self-Evaluation Report submitted by the FVM-S and the Consultative Visitation Report produced by the EAVE after their visit (03-04 October 2016) have been focused on evaluation and providing directions for quality improvement of the educational process within the FVM-S (Annex 1.2.B).

During this period, student surveys were conducted each semester in compliance with University guidelines. There were two surveys for both semesters in the 2023/2024 academic year, the first student survey was conducted for the winter semester and adopted on March 1st (Annex 1.2.C). The second survey was conducted in June/July 2024 by following the new guidelines from the University for both semesters in the academic year 2023/2024 (Annex 1.2.D). These new surveys conducted by the University have widened the evaluation to include other groups within the faculty, such as teaching staff and administration, not just students. The student surveys for previous years up to 2023 were part of the Self-Evaluation

Report 2018-2023 (Annex 1.2.A).

All the aforementioned documents were adopted by the Teaching-Scientific Council accordingly. These documents were also integrated into the FVM-S Strategic Plan (2018-2023) and are now part of the new Strategic Plan (2023-2028). This dynamic of producing self-evaluation reports every five years, analyzing student surveys after each semester, and self-evaluation reports followed by EAVE visitations (2024 consultative visitation and 2027 visitation) ensures continuous evaluation and quality improvement of the Faculty.

Annexes

Annex 1.2.A Self-evaluation report of FVM-S for 2018-2023

Annex 1.2.B EAVE Consultative Visitation Report of the Faculty of Veterinary Medicine of the University "St Cyril and Methodius" Skopje, Macedonia On 03-04 October 2016

Annex 1.2.C Decision for adopting the report from student survey for winter semester academic year 2023/2024

Annex 1.2.D Report from conducted surveys for students, teaching and administrative staff at FVM-s for academic year 2023/24

1.3. The administration of the institution is committed to the development and enhancement of education quality. There is a culture of coordination and cooperation among stakeholders in the process. The institution encourages and ensures the involvement of students, employers, and other relevant institutions/organizations in the process.

Specific examples and results, best practices
Relevant reports or recommendations
Examples of involvement of students, employers, and other relevant Institutions/Organizations in the Quality Assurance Process

The improvement policy of the education process at the FVM-S is based on utilizing all available resources and services of the institution. Specifically, the application and service work of the Faculty for governmental institutions (ministries and agencies) and for private companies and farmers is used to enhance the educational processes for students. This includes financial, technical, and quality support for the education process. The finances obtained from the applicative work and services of the FVM-S are used for the procurement of equipment and materials for teaching purposes. For example, in the past 2023-2024 year, the following equipment was procured for teaching purposes: animal models for various clinical and surgical interventions, set for plastination and conservation, equipment for clinical and surgical practice, laboratory equipment and Real Time PCR, in total value of 221.175 EUR (Annex 1.3.A). Likewise, the equipped ISO-accredited laboratories within the FVM-S are also available for students to work in and improve their skills under appropriate supervision. This ensures the involvement of students and provides practical experience in high-profile laboratories for disease diagnosis, food safety, and environmental protection. These laboratories are an integral part of the educational facilities of the Faculty. Additionally, the certificate for international accreditation according to the standard "General requirements for the competence of testing and calibration laboratories" MKC ISO/IEC 17025:2018 ensures the presentation and support of good laboratory practice, which is available for students according to the established procedures within the ISO documentation of FVM-S. Therefore, it is evident that the improvements of the FVM-S in the so-called "non-educational" activities are aligned with, subordinate to, and in accordance with the improvement of the educational process within this institution.

The FVM-S has close cooperation with relevant stakeholders in the field of veterinary medicine, such as: Macedonian veterinary chamber (Annex 1.3.B); other associations such as national farmer's federation (Annex 1.3.C) and Macedonian ecological society (Annex 1.3.D). Food and veterinary agency (Annex 1.3.E), Ministry of Agriculture, Forestry and Water Economy (Annex 1.3.F), Local Government (Annex 1.3.G) and is recently in the process of establishing a collaboration agreement with the Ministry of Environment and Physical Planning. Additionally, the FVM-S is having close collaboration with veterinary practitioners (Annex 1.3.H), farmers, industry and private companies (Annex 1.3.I). These collaborations of the FVM-S also involve these stakeholders in the teaching and research processes of the students, particularly in practical courses and student projects. However, there is a need to increase the number of agreements with veterinary practitioners, farmers, and industries to enhance student involvement, aiming for a higher level of practical experience and better coverage of practical teaching as envisioned in the curriculum.

For enhanced collaboration with relevant stakeholders and their participation in the educational process, FVM-S has established a Board for Collaboration and Public Trust. In addition to FVM-S members, this board includes representatives from the Macedonian Parliament, Food and Veterinary Agency, and Macedonian Veterinary Chamber, (Annex 1.3.J). This board provides recommendations and participates in the consultative process with FVM-S regarding study programs,

research and applicative projects, enrollment of external and visiting teachers, scientists, and experts, as well as cooperation with the industry (FVM-S Statute, Article 86). Moreover, for enhanced collaboration, transparency, and inclusiveness in education management and quality assurance, FVM-S includes student representatives and administrative staff in most organizational bodies and committees. Specifically, there are 10% student representatives in the Teaching Scientific Council and one student representative in the Dean's board (FVM-S Statute Article 58 and 77), (Annex 1.3.K); one student is participating in the Teaching Committee (Rulebook for establishing permanent working bodies at FVM-S, Article 9) and two student's representatives at the Commission for self-evaluation (Annex 1.3.L). Additionally, the library personnel as administrative staff are part of the Committee for Library Affairs (Rulebook for establishing permanent working bodies at FVM-S, Article 16), (Annex 1.3.L). Student representatives also actively participate in the process of developing new study programs within FVM-S, for example in the Commission for Re-accreditation of the Integrated First and Second Cycle Study Program of Veterinary Medicine in English (Annex 1.3.M).

Annexes

Annex 1.3.A Procured equipment for the academic 2023/24

Annex 1.3.B Memorandum of cooperation between FVM-S and Macedonian Veterinary Chamber

Annex 1.3.C Memorandum of cooperation between FVM-S and National farmers federation

Annex 1.3.D Memorandum of cooperation between FVM-S and Macedonian Ecological Society

Annex 1.3.E Memorandum of cooperation between FVM-S and Food and Veterinary Agency

Annex 1.3.F Memorandum of cooperation between FVM-S and Ministry for agriculture, forestry and water economy

Annex 1.3.G Memorandum of cooperation between FVM-S and Municipality of Gazi Baba

Annex 1.3.H Example of Cooperation agreement for clinical practice between FVM-S and Veterinary Clinic "Bunevski" and list of agreements for conducting student's practice

Annex 1.3.I Cooperation agreement for student's practical work between FVM-S and Agria- Agroindustrijska Grupacija – Veles

Annex 1.3.J Establishment and members of the Board for Collaboration and Public Trust at FVM-S

Annex 1.3.K Decision for participation of student's representative in Dean's board and Teaching Scientific Council

Annex 1.3.L Students and administration staff participation in Permanent Working Bodies at FVM-S and in Commission for self-evaluation

Annex 1.3.M Decision for establishing Commission for Re-accreditation of the Integrated First and Second Cycle Study Program of Veterinary Medicine in English

1.4. Within the institution, there is a special body responsible for the development and implementation of quality assurance.	Document for establishing the special body: Reports of its work, including records and minutes from the meetings of this body.
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With the implementation of the new Statute of FVM-S on March 1, 2024, a new vice-dean position was established as part of the dean's board: the Vice-Dean for Application and Quality Assurance (Statute of the FVM-S, Article 73, Annex 1.4.A). This position emphasizes the Faculty's commitment to quality assurance in the education process. Additionally, based on an initiative from the University and the Rulebook for Quality Assurance of Ss. Cyril and Methodius University in Skopje, Article 20, in April 2024, the Dean of FVM-S established a Quality Assurance Council. This council comprises the Vice-Dean for Application and Quality Assurance, two representatives from the Teaching-Scientific Council, one student representative, and one representative from the business community (Annex 1.4.B). The council will commence its work after the current self-evaluation report is finalized and adopted by the Teaching-Scientific Council and will develop the faculty's action plan.

Within the faculty, there is also a Management team for implementation of MKC ISO/IEC 17025:2018 responsible for quality assurance and the implementation of the international standard MKC ISO/IEC 17025:2018, which pertains to accredited laboratories (Annex 1.4.C). Although this standard is not directly relevant to the existing study programs, it is crucial for the quality control and sustainability of the laboratories. These laboratories are integral to the teaching activities at the faculty and form part of the students' practical training.

Annexes

Annex 1.4.A Statute of the Faculty of Veterinary Medicine Skopje, as pas of the University Ss. Cyril and Methodius in Skopje

Annex 1.4.B Decision for the Formation of the Quality Council at the Faculty of Veterinary Medicine – Skopje

Annex 1.4.C Decision for Management team for implementation of MKC ISO/IEC 17025:2018

1.5. The institution regularly analyzes the information arising from the quality assurance system, including statistical information, and takes measures to improve the study programs based on that information. The self-evaluation report is published on the institution's website.	Report on self-evaluations conducted in the last five years; Action plan or other relevant document for the implementation of conclusions and/or recommendations from the self-evaluations; Link to the reports from the evaluations conducted in the last five years.
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The FVM-S has been producing self-evaluation reports for over 10 years, every three or five years, including the reports for 2013-2016, 2017-2020, and 2018-2023, (Annex 1.5.A). Once adopted by the Teaching-Scientific Council, these reports are publicly available on the faculty's website (<https://fvm.ukim.edu.mk/fakultet/samoevaulacija/>). Additionally, the FVMS submitted a Self-Evaluation Report for the external EAVE consultative visitation, and consequently, the EAVE produced a Consultative Visitation Report after their visit on October 3-4, 2016 (Annex 1.5.B). Findings from these self-evaluation reports were included in the FVMS Strategic Plan (2018-2023) and are now part of the new Strategic Plan (2023-2028). However, the FVM-S has not yet produced action plans based on the self-evaluation reports, which should be a priority in the forthcoming period.

Annexes

Annex 1.5.A Self-evaluation report of FVM-S for 2018-2023

Annex 1.5.B EAVE Consultative Visitation Report of the Faculty of Veterinary Medicine of the University "St Cyril and Methodius" Skopje, Macedonia On 03-04 October 2016

1.6. Quality assurance in the institution is a continuous process that does not end with the external evaluation report or the subsequent monitoring of the institution. The recommendations from the previous external evaluation have been implemented. The progress made since the last external evaluation is clearly demonstrated. ¹	External evaluation report from the previous period; Action plan; Report on measures taken and activities for the implementation of the Action plan.
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Until now, the FVM-S has participated in only one external evaluation as part of the evaluation process conducted by the University Ss. Cyril and Methodius in Skopje, which was part of the fifth external evaluation by the European University Association (EUA) from Brussels, under the European program for institutional evaluation (IEP). This external evaluation was conducted in 2017, and the report is publicly available on the University's website (https://www.ukim.edu.mk/mk_content.php?meni=155&glavno=1).

Additionally, the FVM-S underwent an external EAVE consultative visitation in 2016 (Annex 1.6.A). The recommendations from the produced Consultative Visitation Report were used as the foundation for developing a new study curriculum starting in 2018/2019, and later, the new curriculum in 2023. The next external evaluation is already scheduled for November 2024 and will be conducted by EAVE (Annex 1.6.B). The recommendations from this evaluation will be part of the action plans and the long-term strategy for receiving full EAVE accreditation for the FVM-S.

Annexes

Annex 1.6.A EAVE Consultative Visitation Report of the Faculty of Veterinary Medicine of the University "St Cyril and Methodius" Skopje, Macedonia On 03-04 October 2016

Annex 1.6.B Decision for EAVE Visitation and Working Groups for Developing the Self-Evaluation Report for External EAVE Visitation and External Accreditation

¹ This indicator will be subject to assessment upon completion of the first external evaluation or during the next external evaluation of the institution.

Standard 2

STANDARD 2: CREATING, APPROVING, AND MONITORING STUDY APPLICATIONS	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
2.1. The Institution has adopted an act/s or rules regulating the procedure for the development and approval of study programs for the first, second and third cycle of studies (if applicable)	An act regulating the matter
<p>Higher education activity is one of the three main activities of the FVM-S (others two are scientific-research and applied activities). This is clearly defined in the Statute (Annex 2.1.A) and the Strategic Plan (2018-2023) (Annex 2.1.B). The implementation of these three activities is organized in such a way that they do not operate independently of each other, but rather complement and support each other (especially notable in the case of applied activities, which support the other two activities - high education and scientific-research, particularly in financial terms).</p> <p>The process for developing and approving study programs for all three study cycles until 2018 was regulated by the Law on Higher Education adopted in 2008, and from that year onwards, work has been conducted according to the current Law on Higher Education (Annex 2.1.C).</p> <p>All study programs are also in line with the Rulebook on the compulsory components that should be possessed by the study programs of the first, second and third cycle of studies, as well as according to the guidelines for the development of elaborations for accreditation of study programs of the first, second and third cycles, prescribed by the Agency for the Quality of Higher Education (AQHE) (Annex 2.1.D). According to the law, all study programs are accredited every five years, and the accreditation procedure uses forms also prescribed by the AQHE.</p>	
Annexes <p>Annex 2.1.A Statute of FVM-S Annex 2.1.B Strategic Plan Annex 2.1.C Law on Higher Education Annex 2.1.D Rulebook on the Compulsory Components Required for Study Programs of the First, Second, and Third Study Cycles</p>	
2.2. The content of the study programs carried out in the institution is well thought out and described. It is relevant to the purpose of the program and the achievement of learning outcomes. The objectives of the subjects are defined and aligned with the learning outcome. Programs of study are designed towards the smooth development of the student and allow students to acquire academic knowledge and skills, including those that can be transferable, which means that they can affect their personal development and can be applied in the development of their future professions.	<p>Study program (submit all study programs accredited in the first, second and third cycles, if applicable and performed in the last five years);</p> <p>Subject syllabus for all study programs and all subjects; A description of the determined outcomes of the educational process for all study programs;</p> <p>Concrete examples and results, best practices</p>
<p>At the FVM-S, integrated studies are implemented for the first and second cycles, specialist studies for the second cycle, and doctoral studies for the third cycle.</p>	

Integrated studies for the first and second cycles in veterinary medicine are undergraduate studies, which constitute a fundamental segment of the educational activity at the FVM-S. These studies lead to the academic qualification of Doctor of Veterinary Medicine. Until the 2023/2024 academic year, the study program was conducted over 5 years (11 semesters) with the acquisition of 330 credits. However, the latest study program has an extended duration of 6 years (12 semesters) with a total of 360 credits. Additionally, the integrated studies for the first and second cycles are also conducted in English (Annex 2.2.A).

The specialist (master's) studies of the second cycle in Food Safety and Quality last for one year (2 semesters, i.e., 60 ECTS credits) and were accredited in 2020. After acquiring modern and specialized knowledge, skills, and competencies, specialists obtain a university diploma and the title Specialist in Food Safety and Quality (Annex 2.2.B).

Doctoral Studies (Third Cycle Study Programs). The third cycle of studies - doctoral studies at the Faculty of Veterinary Medicine - Skopje are organized and implemented within the framework of the Doctoral School at the "St. Cyril and Methodius" University in Skopje, starting from the academic year 2011/2012, in accordance with the Higher Education Law and the Regulation on the conditions, criteria, and rules for enrolment and studying in third cycle studies - doctoral studies at the "St. Cyril and Methodius" University in Skopje. Currently, the Faculty of Veterinary Medicine - Skopje has accredited two doctoral study programs lasting for three years: Study Program - Veterinary Medicine and Study Program - Food Safety. Both study programs last for 3 years (6 semesters), which corresponds to 180 ECTS credits (Annex 2.2.C).

Annexes

Annex 2.2.A Elaborate For Accreditation Of The First And Second Cycle Veterinary Medicine Study Program Integrated Studies

Annex 2.2.B Elaborate For The Introduction Of The Study Program Of The II Cycle Specialist Professional Studies In Food Safety And Quality

Annex 2.2.C Elaborate Reaccreditation Of The Study Program Of A Third Studies Cycle – Doctoral Studies at Veterinary Medicine

2.3. Study programs respond to the evolving needs of society and the economy.

Concrete examples and results, best practices; Relevant reports or recommendations.

Experiences arising from the relationships with the wider community are reflected in the FVM-S study programs, so that they are constantly improved with each successive accreditation cycle, considering not only the legally mandatory components given in section 2.1. and the International Standards of Veterinary Education (for more detail in Section 2.5), but it is intended that study programs should follow the local specifics and needs of the stakeholders. FVM-S also maintains direct contacts with the veterinary profession, both informal and formal – through the direct involvement of certain veterinary societies in the teaching process but also through cooperation with the Macedonian Veterinary Chamber. Representatives of the teaching and scientific staff of the FVM-S are regular members of the Chamber's Professional Board, which in turn is responsible for issuing licenses to Doctor of Veterinary Medicine. The FVM-S has a Board for Public Cooperation and Trust (Annex 2.3.A), which is regularly attended by a representative of the Food and Veterinary Agency, as well as the President of the Macedonian Veterinary Chamber, whereby the two institutions that are the main partner of the FVM-S, are directly involved in all activities related to teaching (accreditation of study programs, selection in teaching and research titles, hiring visiting teachers, etc.). All study programs currently active have received positive feedback from this board.

Annexes

Annex 2.3.A Decision on the selection of members of the Board for Public Cooperation and Trust and nominations for external members of the Board from the Agency for Food and Veterinary Medicine and from the Veterinary Chamber of Macedonia

<p>2.4. Study programs are developed/revised in cooperation with students and other relevant interest holders (business community, government agencies and other organizations). The information collected is analyzed and the program is adjusted to avoid its obsolescence. The process creates an effective learning and supportive environment for students.</p>	<p>Concrete examples and results for collaborating with students and other interest holders, best practices;</p> <p>Relevant reports or recommendations;</p> <p>Minutes of meetings held with students and other participants in the process of modifying study programs;</p>
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The development of study programs is aligned with the local specificities of the veterinary profession. The inputs from the society are officially channeled through the Board for Public Cooperation and Trust. Students are also actively involved in the development and revision of study programs through their representatives in the faculty's administrative bodies: the Dean's Office and the Teaching Scientific Council, as well as in ad-hoc bodies formed for specific purposes, such as the Commission for preparing the accreditation report for the integrated studies program in Veterinary Medicine or working groups formed for the self-evaluation report (SER) in preparation for the preliminary visitation by the international accreditation association EAEVE.

The implementation of the study program is overseen by the faculty's Self-Evaluation Committee (Annex 2.4.A), which also includes student representatives. In its regular self-evaluation reports, the Committee identifies the strengths and weaknesses of the educational process during the previous self-evaluation period and provides specific recommendations, which are considered in the preparations for the next accreditation of the study program.

The faculty student assembly also plays a significant role in communication and dialogue between students and the administration. During its meetings, various aspects of student life are discussed, including issues related to the study programs. These meetings serve as a forum for expressing student needs and suggestions, contributing to the improvement of education at the faculty.

Annexes

Annex 2.4.A Decision on establishment of Committee for Self-Evaluation

<p>2.5 Study programs use external expertise and references. The program is aligned with best foreign practices and experiences.</p>	<p>Subject programs (syllabus) for all study programs (with basic and additional literature shown);</p> <p>List of external/foreign teachers or experts who have been involved in the study programs in the last five years.</p> <p>Concrete examples of the alignment of study programs with best foreign practices and experiences.</p>
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The veterinary profession in the European Union countries falls under the regulated professions according to Directives 2005/36/EC and 2013/55/EU and specifies the scientific areas to be included in the subject curricula of the curriculum (Annex V.4 of Directive 2005/36) (Annex 2.5.A, Annex 2.5.B). The FVM-S has aspired for international affirmation since its inception, so already in 1996 it is a member of the European Association of Establishments for Veterinary Education (EAEVE), and international accreditation by EAEVE is one of the strategic goals. EAEVE is part of the European System for the Evaluation of Veterinary Education. European System of Evaluation of Veterinary Training (ESEVT), which should ensure public confidence in the quality of veterinary medicine graduates and the services they offer; confidence in students that their education meets the required standards; and confidence within the higher education institutions of veterinary medicine themselves that their degree programs and technical-personnel facilities are up to par. The standards prescribed by this system are evaluated according to the Standard Operating Procedure (Standard Operating Procedure). The Standard Operating Procedure (SOP), which, as a rule, is updated biennially, at the association's annual meetings, (Annex 2.5.C). And here is a list of necessary scientific disciplines that should be part of the veterinary curriculum, like that of Directive 2005/36, only updated, and which is also updated.

Annexes

Annex 2.5.A Directive 2005/36/EC of the European Parliament and of the Council, 07.09. 2005

Annex 2.5.B Directive 2013/55/EU of the European Parliament and of the Council of 20 November 2013 amending Directive 2005/36/EC on the recognition of professional qualifications and Regulation (EU) No 1024/2012 , Official Journal of the European Union, L 354/132, 28.12.2013)
Annex 2.5.C SOP of European System of Evaluation of Veterinary Training (ESEVT), 2023

2.6. Study programs clearly define the student's overall expected work engagement and include well-structured external activities (trainings, practical work and other activities that do not take place in the institution but allow the student to gain experience in the field of his/her studies). The workload allows the student to participate in external activities during the studies. Practical instruction is appropriately valorized in the workload and its implementation is regularly monitored.	Display of the expected workload of students (for all study programs shown in number of hours (classes, hours, etc.), ECTS and expected workload for mastering subject programs); An outline of the inclusion of practical instruction in subject or study programs; Report on realized practical teaching and external activities (trainings, practical work and other activities that do not take place in the institution but allow the student to gain experience in the field of his studies) in the last five years for all study programs.
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In the study programs, all obligations that students must fulfil are covered, starting from acquiring appropriate learning materials to attending lectures and exercises. Besides activities within the faculty, students also have access to various external activities during their studies, such as Veterinary Medicine Days and events organized by the Faculty Student Assembly at the Faculty of Veterinary Medicine.
Regarding practical training, students conduct practical exercises in the University Clinic of the faculty for specific subjects and in classrooms. Additionally, outside the semester, they can undertake summer internships. Clinical practice, apart from the faculty itself, can also be conducted in other veterinary clinics. Furthermore, participation in international mobility is facilitated through programs like Erasmus, allowing students to gain experience abroad.
Each student is required to complete a work diary for the scheduled exercises, which are diaries part of the EAVE accreditation (Annex 2.6.A-D).

Annexes

Annex 2.6.A Guidelines for conducting clinical/field practice
Annex 2.6.B Instructions for filling out the work diary for conducting clinical/field practice
Annex 2.6.C Sample Diary for Clinical/Field Practice
Annex 2.6.D Template for Certificate of Completed Clinical/Field Practice

2.7. Information about the study program published on the website of the institution corresponds to the official records. The information is also published in the language in which the program is performed	Link to the website where the specified information is published ²
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Before the start of each academic year, the Academic Council approves the Student Calendar, Schedule of Lectures and Exercises, Schedule of Continuous Assessments and Final Exams, and the Teaching and Staff Coverage List, which apply to both semesters: winter and summer. All these documents are published on the faculty's website. Results from knowledge assessments (continuous assessments, final exams) are also posted on the faculty's website under the "Announcements" section and are additionally communicated directly to students via the Teams platform.
For international students, there is also an English version of the website available (Annex 2.7.A-D).

Annexes

Annex 2.7.A Link to the University calendar
Annex 2.7.B Link to Student calendar

² The expert committee may request the coordinator at AKVO to compare the published information with the official records in AKVO.

Annex 2.7.C Link to the schedule of Lectures and exercises Annex 2.7.D Link to schedule of continuous assessments and final exams	
2.8. Higher education institutions monitor and periodically revise their study programs to achieve their goals and meet the needs of students and the community. The audit is aimed at continuous improvement of the study programs. All stakeholders concerned should be informed of the activities planned or undertaken based on the audit.	Reports on instruction conducted or information on the follow-up of instruction; Indicators and Conclusions; An overview of revised study programs in the last five years with information on the nature of the change, the reasons for the changes implemented and the expected results.
FVM-S periodically performs re-accreditation of the study programs which is legally binding prerequisite for maintaining accreditation status as a higher education institution. In the academic year 2023/2024, the re-accreditation process began for the English study program of the first and second cycle integrated studies in Veterinary Medicine (Annex 2.8.A).	
Annexes	
Annex 2.8.A Decision for establishing Commission for Re-accreditation of the Integrated First and Second Cycle Study Program of Veterinary Medicine in English	
2.9. Statistical data (number of subjects realized, number of students, grades, number, and reasons for dropping out of studies, etc.) are regularly monitored and systematically analyzed.	Statistical data (number of subjects realized, number of students, average grades per subject, number, and reasons for dropping out, etc.) by academic year for the last five years.
Student records, as well as the collection of data that can be subject to statistical processing, are carried out by the Student Affairs Service, and for this purpose it submits a Report on the status of students (Annex 2.9.A) to the Vice Dean for Teaching after the start of each academic year (when enrolments in winter semester). The data from these reports are analyzed by the Faculty Self-Evaluation Commission, and these analyzes are an integral part of the regular Self-Evaluation Report.	
Annexes	
Annex 2.9.A Report from conducted surveys for students, teaching and administrative staff at FVM-s for academic year 2023/24	

Standard 3

STANDARD 3: LEARNING, TEACHING AND ASSESSMENT FORWARDED TO THE STUDENT	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
3.1. The institution has developed a mechanism that guarantees that the programs are carried out in a way that motivates students to take an active part in creating the learning process and that the assessment of students reflects this	Overview of the teaching system at the institutional level; Regulations/rules/standards or quality indicators in teaching; Specific examples of active student participation in the learning process.

process.	
<p>The main conveyors of the teaching-educational process of FVMS are the departments, but other organizational units of the faculty (laboratories, Centers, the University Veterinary Hospital) are also included in it to a different extent. The latter has been defined in articles 19 to 49 of the new Statute of the faculty that has entered into force on 1.3.2024 (Annex 3.1.A). The teaching process is carried out according to the provisions of the Law on Higher Education (Annex 3.1.B), university rules, the faculty Decision on study rules and more precise in the study program elaborations of all three cycles that are implemented at FVMS (Annex 3.1.C). About the teaching contents and the evaluation process the undergraduate students are informed in detail in the Study guide (Annex 3.1.D) and since 2022 from the Elaborate of the study program for Veterinary medicine of the first and second cycle of integrated studies (360 ECTS), (Annex 3.1.E). In addition, the faculty has one student as a member of the committee for creating the curriculum. When admitting in the first year, students sign an Agreement with the Faculty that regulates the student rights and obligations (teaching and administrative) towards the faculty and vice versa. They also sign a Statement of Agreement about the enrollment conditions and a Statement of Agreement for the use and processing of their personal data (Annex 3.1.F).</p>	
<p>Annexes</p> <p>Annex 3.1.A. Statute of the Faculty of Veterinary Medicine, University "St. Cyril and Methodius" in Skopje (University Journal No. 460 annex 1, 01.12.2023)</p> <p>Annex 3.1.B Law of Higher Education https://mon.gov.mk/stored/document/Zakon%20za%20visokoto%20obrazovanie%20NOV.pdf</p> <p>Annex 3.1.C Decision on study rules for first and second cycle integrated studies (undergraduate studies) and second cycle studies (postgraduate studies) at the University of "St. Cyril and Methodius" in Skopje - Faculty of Veterinary Medicine - Skopje (University Gazette No. 554, 26.7.2021) and Rulebook on the conditions, criteria and rules for enrolling and studying in the third cycle of studies - doctoral studies at the University "St. Cyril and Methodius" in Skopje (University Gazette No. 418, 30.1.2019)</p> <p>Annex 3.1.D Student Guide for Study Program 2023-2028</p> <p>Annex 3.1.E Elaborations of the integrated studies of the first and second cycle that are carried out at FVMS</p> <p>Annex 3.1.F Form of Student's Statement of Consent for the enrollment conditions and Use/Processing of Personal Data</p>	
<p>3.2. The institution respects the diversity of students and their needs, enables flexible learning approaches. Different teaching implementation models are used where possible, as well as a multitude of pedagogical methods.</p>	<p>Overview of the implementation of teaching for each study program separately; Description of teaching methods for all study programs; Specific examples of innovative methods in teaching</p>
<p>The study programs of FVMS do not envisage enrollment of part-time students. In addition, the faculty does not have students older than 25 years, employed students or students with special needs as well as with disabilities, so no special learning approaches intended for these categories of students are developed. Each year the institution releases the legally mandatory documents regulating the implementation of the teaching process, accepted by the Teaching-Scientific Council, for the period of the last six academic years (2018/2019 to 2023/2024). The latter includes: The list of teaching Coverage (Annex 3.2.A), schedule for lectures and practice (Annex 3.2.B), schedule for the preliminary exams and Final Exams - from the academic year 2023/2024, including the Schedule for Exam Registration (Annex 3.2.C), and (from the academic year 2021/2022) the Student Calendar. The students have the right to send a legal document to the vice dean of education to change the schedule for lectures and practice for a certain subject if they have a valid reason. Also, with agreement with the professor, lectures may be held on digital platforms such as microsoft teams.</p>	
<p>Annexes</p> <p>Annex 3.2.A List of teaching coverage of undergraduate studies at FVMS, for the academic year 2023/2024</p> <p>Annex 3.2.B Schedule for lectures and practice for the academic year 2023/2024 at FVMS</p> <p>Annex 3.2.C Schedule for final exams for the academic year 2023/2024</p>	
<p>3.3The institution regularly adapts the teaching methods. Teaching is based on interactive learning and student-oriented learning. The learning approach is focused on the student,</p>	<p>Examples of case studies used in teaching, realized projects in teaching or other methods relevant to the study program, etc.; Examples/report of teaching monitoring and action on weaknesses;</p>

the development of the skills and competencies. The approach is interdisciplinary, based on case studies adapted to the cycle of studies. The study program also includes project-based learning.	
<p>The veterinary studies are characterized by the need of various technical resources as laboratory instruments, or various technical teaching aids. Due to the latter, the FVMS is continuously investing to improve the technical capacities of teaching. Recently, following the latest concepts favored by EAEVE - "never the first time on a live animal", the Clinical Skills Laboratory has been developed, that have a large number of animal models through which certain clinical conditions and clinical operations can be simulated, so that students can gain primary experience before approaching on a live animal (Annex 3.3.A). In addition, interactive learning and case studies are included in all study programs operating at FVMS. Project-based learning is also represented, especially in elective subjects, which are conceptualized with teaching in the form of seminars (work with smaller groups of students).</p>	
Annexes	
Annex 3.3.A Collection of animal models for clinical teaching	
3.4. All persons that participate in the assessment of students (teachers, colleagues, etc.), are familiar with the existing methods of testing and examination and receive support in developing their own skills in this field; assessment includes a variety of formal assessment tools, laboratory practice, assignments, projects, etc.	An overview of student assessment and examination methods for each subject of the study programs showing various formal assessment tools, laboratory exercises, assignments, projects, etc.
<p>The method of assessment of the student is designed by the subject professor, as well as professors for each program separately. The professors have rights to independently determine different formal assessment tools, and are responsible for their consistent implementation. Within the framework of the above established teaching quality control system, adequate documentation of knowledge assessment is also included, and this will also be subject to analysis during the self-evaluation process. In addition, the methods of assessment and examinations of the students are described in details in the Study guide for each subject separately. However, until now, there are no available data at the level of the institution that assessed the latter on annual level.</p>	
Annexes	
The documentation covering this indicator is listed in Indicator 3.1	
3.5. The criteria and methods of evaluation and assessment of students are published and familiar in advance	A link to a website or other document that describes the criteria and methods of evaluation and assessment.
<p>The criteria and methods for evaluating and assessing students are integral parts of the study program and are also outlined in the student handbooks available at the faculty webpage (Annex 3.5.A) and in detailed pdf version (Annex 3.5.B).</p>	
Annexes	
<p>Annex 3.5.A Link to FVMS website with available student's guide https://fvm.ukim.edu.mk/wp-content/uploads/2024/05/%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0-%D0%B7%D0%B0-%D1%81%D1%82%D1%83%D0%B4%D0%B8%D1%80%D0%B0%D1%9A%D0%B5-%D0%B2%D0%BE%D0%B4%D0%B8%D1%87-%D0%B7%D0%B0-%D1%81%D1%82%D1%83%D0%B4%D0%B8%D0%B8.pdf</p>	

Annex 3.5.B Student Guide for Study Program 2023-2028

3.6. The assessment is allowing to the students to demonstrate the extent of learning outcomes achieved. Students receive feedback which, if necessary, is linked to advice on the further learning process. Assessment is conducted consistently and fairly for all students, in accordance with existing procedures. The results meet the expected learning outcomes. The assessment method is adapted to the objectives of the subjects. Where possible, assessment is carried out by multiple examiners.	Average grades achieved by students per subject for all study programs, per academic year for the last five years (if applicable); Information on the method of delivering feedback to students in the evaluation section; Concrete examples of innovative approaches in assessment; Examples of subjects where assessment is carried out by multiple examiners.
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Subject professors are obligated to conduct preliminary exams in accordance with the methods prescribed in the study program and in compliance with relevant statutory and sub statutory regulations. Given that the formation of the final grade according to ECTS is based on the overall student activity throughout the teaching process, with preliminary exams being just one part, the newly established quality control system for teaching includes documented monitoring of all student activities across all forms of theory and practice (instruction). The latter includes the results of preliminary exams, verifying the acquired theoretical knowledge and practical skills acquired by students upon receiving their final grades for each individual subject program. Professors publish the results of preliminary exams and final grades on the faculty's website (Annex 3.6.A) or directly via the "Teams" platform. The final grades are also posted on the student's iknow accounts.

Annexes

Annex 3.6.A Example, link to the results of the final exams and tests <https://fvm.ukim.edu.mk/en/studii/oglasna-tabla/>

3.7. The institution has a formal complaint procedure, including a report of corruption by students of all types of studies. The system is functional and efficient.	An act in which the procedure for complaints from students is regulated; Acts for the prevention of corruption of the institution; Presentation of submitted student complaints, including reports of corruption in the last five years with the percentage of positively and negatively resolved complaints; Display of reports of corruption in the institution.
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In current practice, students can address any problem related to the teaching to the vice-dean of education, after which he/she acts within the framework of the legal regulation. Students can point to any negative situations in the anonymous student surveys, but until now and within the past five-year period, there has been no official report of corruption or any other unacceptable behavior by the teachers and associates from the faculty. As student welfare is one of EAEVE's standards, a formal procedure is in progress at the faculty to document any student complaints, not only from teachers and staff, but also from other students. The faculty implements a policy of ethical work and the suppression of corruption, through the application of the university's Code of Ethics (Annex 3.7.A), the Plan for Gender Equality (Annex 3.7.B) and the Anti-Corruption Program (Annex 3.7.C), as well as its acts: the Rulebook for receiving reports from whistleblowers (Annex 3.7.D), authorized person for protected internal reporting at the FVM-S (Annex 3.7.E), the separation and processing of data from reports, the Rulebook for avoiding conflicts of interest (Annex 3.7.F), as well as a whole series of acts to suppress corruption: Anti-corruption policy, Anti-corruption handbook for all involved parties, Annex on potential risk scenarios: "red flags" and Annual anti-corruption plan (Annex 3.7.G). All these acts are publicly available on the faculty website.

Annexes

Annex 3.7.A Ethics Code of the University "St. Cyril and Methodius" in Skopje (University Gazette No. 549, 10.5.2021)
Annex 3.7.B Plan for gender equality of the University "St. Cyril and Methodius" in Skopje 2022-2025 (University Gazette No. 599 of 3.3.2022)
Annex 3.7.C Anti-corruption program (of UKIM)
Annex 3.7.D Rulebook for receiving reports from whistleblowers, separating and processing data from reports (of FVMS)

Annex 3.7.E Decision for an authorized person for protected internal reporting at FVMS no. 0201-469/3-9 from 22.04.2024
 Annex 3.7.F Rules for avoiding conflicts of interest at the FVMS at the University "St. Cyril and Methodius" in Skopje (University Journal no. 567, 23.9.2021)
 Annex 3.7.G acts related to the suppression of corruption

Standard 4

Standard 4: STUDENT ENROLLMENT AND PROGRESS, DIPLOMAS AND CERTIFICATES	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
4.1. The higher education institution properly implements the pre-established and published regulations covering all study phases, i.e. enrolment, progression during studies, diplomas and certificates. The regulations are publicly available.	Act in which the issue is regulated; Link to the post webpage.
<p>The enrollment and advancement of students, as well as obtaining certificates, diplomas and diploma supplements, is carried out in accordance with the provisions of the Law on Higher Education (Annex 4.1.A.) and the Rulebook on the content and form of the diploma and the instructions for diploma supplements preparation (Annex 4.1.B.). Also, this issue is regulated by acts adopted by Ss. Cyril and Methodius University in Skopje and Faculty of Veterinary Medicine - Skopje (FVM-S), which are available on the faculty's website https://fvm.ukim.edu.mk/fakultet/dokumenti/ and refer to the: Rulebook on the conditions, criteria, rules and procedure for enrollment and study in the first cycle of studies (undergraduate studies) and second cycle studies (postgraduate studies), (Annex 4.1.C.), Rulebook on conditions, criteria, rules and procedure for enrollment and study on the third-cycle studies (doctoral studies) at Ss. Cyril and Methodius University in Skopje (Annex 4.1.D.), as well as the Decision on study rules for the first and second cycle integrated study (undergraduate) and second-cycle study (postgraduate) at the Ss. Cyril and Methodius University in Skopje and the Faculty of Veterinary Medicine - Skopje (Annex 4.1.E.).</p> <p>Each year after a Decision regarding the student enrolment in all HEIs is made by the RSM Government, a University Enrolment Call is publically announced and the FVM-S conducts the students' enrolment. In this call, the conditions for the enrolment (grades from the secondary education and from the state final exams-matura), the way of scoring, as well as the calendar of activities during the enrollment procedure (registration deadlines, dates of publication of the preliminary and the final ranking lists, enrollment dates of candidates with the right to enroll) are prescribed. Also, the list of the necessary documents and financial allowances that the candidates should submit when registering and enrolling at the faculty are given. The enrolment call is published on the faculty's website, while the entire procedure goes through the University's electronic platform "iKnow" (the registration of candidates, document submission and their review, conducting the scoring system, publishing of the preliminary and final ranking lists). These lists are also published on the faculty's blackboards in a paper form, as well as on the faculty website. An example of the latest admission call from 2024/2025 is given in Annex 4.1.F.</p> <p>Additionally, our faculty conducts an integrated, first+second cycle graduate study program in Veterinary Medicine in English language (first accredited in 2019), based on previously obtained Decision to start the studies in English (Annex 4.1.G), and Accreditation of the study program by the Board for Accreditation and Evaluation of Higher Education in RM (Annex 4.1.H). The conditions for enrolment and the number of students in the English study program are published along with the announcement of the Enrolment Call for undergraduate studies in the Macedonian language.</p> <p>In 2023, the FVM-S successfully reaccredited the study program for the first and second cycle of integrated studies (360 ECTS) for Veterinary Medicine (Annex 4.1.I), which started in the academic year 2023/2024. The Elaborate fore reaccreditation (Annex 4.1.J.) contains detailed information about this program, the courses and conditions for study progress and is publicly available on the faculty's website (https://fvm.ukim.edu.mk/studii/).</p>	

In addition, all relevant information regarding the re-accreditation of the two third-cycle study programs (in Veterinary Medicine and in Food Safety) is publicly available on the faculty's website (<https://fvm.ukim.edu.mk/studii/doktorski-studii/veterinarna-medicina/> and <https://fvm.ukim.edu.mk/studii/doktorski-studii/bezbednost-na-hrana/>). The elaborate containing the full curriculum with progress conditions for third cycle study program in Veterinary Medicine is given in Annex 4.1.K.1, and the Decision for accreditation and Start of the program are given in Annex 4.1.K.2 and Annex 4.1.K.3. The Elaborate for the third-cycle study program in in Food Safety is given in Annex 4.1.L.1, while the elaborate for this program is in Annex 4.1.L.2

The faculty also conducts a professional (specialist) second-cycle study program in Food Safety and Quality, with a duration of one year (2 semesters, i.e. 60 ECTS credits), accredited in 2020 (Annex 4.1.M). The first generation of trainees was enrolled in the academic year 2021/2022. After acquiring the up-to-date specialized knowledge, skills and competencies, the trainees obtain a university diploma and the title of Specialist in Food Safety and Quality. Detailed information about this study program and progress conditions are available on the website (<https://fvm.ukim.edu.mk/specialistiki-strucni-studii/>)

Annexes

Annex 4.1. A. Law on Higher Education (consolidated text) ("Official Gazette of the Republic of Macedonia" No. 82/2018 and "Official Gazette of RSM" No. 178/2021) <https://mon.gov.mk/page/?id=2055>

Annex 4.1.B. Rulebook on the content and form of the diploma, the instructions for the preparation of the diploma supplement and other public documents ("Official Gazette of the Republic of Macedonia" no.102/2018)

Annex 4.1.C. Rulebook on the conditions, criteria, rules and procedure for enrolling and studying in the first cycle of studies (undergraduate studies) and the second cycle of studies (postgraduate studies) at the Ss. Cyril and Methodius University in Skopje (University Gazette No. 417, January 29, 2019)

Annex 4.1.D. Rulebook on the conditions, criteria and rules for enrolling and studying in the third cycle of studies - doctoral studies at the Ss. Cyril and Methodius University in Skopje (University Gazette No. 418, 30.1.2019)

Annex 4.1.E. Decision on study rules for first+second cycle integrated studies (undergraduate studies) and second-cycle studies (postgraduate studies) at the Ss. Cyril and Methodius University in Skopje - Faculty of Veterinary Medicine - Skopje (University Gazette No. 554, 26.7.2021)

Annex 4.1.F. Admission Call for first + second cycle of integrated studies in Veterinary Medicine in the academic year 2024/2025 on link:

<https://fvm.ukim.edu.mk/en/%d0%ba%d0%be%d0%bd%d0%ba%d1%83%d1%80%d1%81-%d0%b7%d0%b0-%d0%b7%d0%b0%d0%bf%d0%b8%d1%88%d1%83%d0%b2%d0%b0%d1%9a%d0%b5-%d1%81%d1%82%d1%83%d0%b4%d0%b5%d0%bd%d1%82%d0%b8-%d0%bd%d0%b0-%d0%bf%d1%80/>

Annex 4.1.G. Decision to start first+second cycle integrated graduate study program in Veterinary Medicine in English language on 02/14/2020

Annex 4.1.H Accreditation of the first+second cycle integrated graduate study program in Veterinary Medicine in English language

Annex 4.1.I. Decision for the accreditation of the first and second-cycle integrated study program (360 ECTS) in Veterinary Medicine

Annex 4.1.J. Elaborate on reaccreditation of the first and second-cycle integrated study program in Veterinary Medicine

Annex 4.1.K.1 Elaborate for the third-cycle study program in Veterinary Medicine

Annex 4.1.K.2 Accreditation Decision for third-cycle study program in Veterinary Medicine

Annex 4.1.K.3 Decision to start the third-cycle study program in Veterinary Medicine

Annex 4.1.L.1 Elaborate for the third-cycle study program in Food Safety

Annex 4.1.L.2 Decision for reaccreditation of third-cycle study program in Food Safety

Annex 4.1.M. Decision on accreditation of the "Food Safety and Quality" second-cycle specialist study program, received from the Board for Accreditation of Higher Education at the Agency for Quality of Higher Education

4.2. The institution has developed a functional procedure and/or tools for collecting and monitoring the student's progress and acts on the basis of the received information.

Information about the existence of appropriate tools for monitoring the student's progress;
Proof that the system is functional.

The students' progress during their undergraduate study on the first and second cycle of integrated studies in veterinary medicine is described not only in the previously mentioned documents Annex 4.1.A-E, but also in the program curriculum,

where the study program of each course is given in detail, together with the enrolment criteria and the conditions for passing. The Study Guides for the undergraduate program in Macedonian and in English language are given in Annex 4.2.A and Annex 4.2.B. The study guide is available on our faculty's website (<https://fvm.ukim.edu.mk/studiii/>), but it is also given as an e-material to the students on the first day of their studies at FVM-S.

The Faculty's Student Affairs Service keeps the overall records of student's attainment, in terms of collecting information and monitoring the student's progress, where a student file is created and maintained for each student. In addition, the Student Affairs Service has a legal obligation to maintain student records, in the form of a Master Book of Enrolled Students and a Master Book of Graduated Students. This record is kept in accordance with the Rulebook on the form and method of management (in physical and electronic form) and the topics of the above-mentioned Master Books (Annex 4.2.C).

The faculty keeps an electronic record of the student's teaching activities through the University's iKnow electronic platform. On this platform, each professor keeps data for his subject(s), in terms of validating students' presence through signing at the end of the semester, obtaining information about students who wish to take an exam during the exam period, as well as giving grades afterward (Annex 4.2.D). This information is automatically forwarded to the Student Affairs Service, to complete the records in the student file. In addition, the teaching staff communicates with students through the Microsoft Teams (MS Teams) electronic platform, regarding information about colloquium results, parts of an exam, seminar or other forms of planned teaching activities for a particular course, for communication with students regarding issues related to the study program as well as conducting occasional distance learning. Examples of the teaching activities conducted on the MS Teams platform are given in Annex 4.2.E.1. (for Macedonian language program) and Annex 4.2.E.2. (for English program). Additionally, part of the teaching staff uses the iLearn platform as well (Annex 4.2.E.3).

At the beginning of each academic year, the vice dean for study receives information from the Student Affairs Service on the overall students' status regarding the previous academic year, which is added to the reports from earlier years (Annex 4.2.F). It comprises data on the number of active students by academic year, represented by gender, nationality, student progress, number of enrolled and number of graduated students. The information is also held for PhD students (Annex 4.2.G.) A Student Affairs Service also keeps records on the status of third-cycle students in coordination with the Heads of the third-cycle study programs.

The conditions for students' advancement regarding the third cycle studies-doctoral studies are in line with the University School of Doctoral Studies, where the structure of the study programs is described (Annex 4.2.H). On the University's website for doctoral studies, a list of accredited student programs, a student guide, academic calendar, annual conferences, required documents and other information relevant to doctoral students are provided. These information are also announced on our faculty website along with appropriate descriptors for both study programs (<https://fvm.ukim.edu.mk/studii/doktorski-studiii/>), <https://fvm.ukim.edu.mk/studii/doktorski-studii/deskriptori/>. At the same time, all information regarding the third-cycle study programs are shared through specifically created groups on the MS Teams platform (Annex 4.2.I. and Annex 4.2.J.)

Annexes

Annex 4.2.A Study guide for first and second cycle integrated study program in Veterinary Medicine in Macedonian language

Annex 4.2.B. Study program for first and second cycle integrated study program in Veterinary Medicine in English language

Annex 4.2.C. Rulebook on the form and method of management (in physical and electronic form) and topics of the Master Book of Enrolled Students and the Master Book of Graduate Students

Annex 4.2.D. Example of teacher's electronic platform iKnow

Annex 4.2.E.1. Example of the teaching activity conducted on Microsoft Teams platform (for Macedonian study program)

Annex 4.2.E.2. Example of the teaching activity conducted on the Microsoft Teams platform (for English study program)

Annex 4.2.E.3. Example of the teaching activity conducted on the Microsoft iLearn platform

Annex 4.2.F. Overall report on the student's status until 21 November 2023

Annex 4.2.G. Example of the report on the PhD students' status until 21 November 2023

Annex 4.2.H. Structure of the third cycle study program given by the University School of Doctoral Studies

Annex 4.2.I. Example of the MS Teams group regarding third-cycle study program in Veterinary medicine

Annex 4.2.J. Example of the MS Teams group regarding third-cycle study program in Food Safety

4.3. The higher education institution has developed a procedure for recognition of periods of study and prior learning, which includes recognition of students' informal

Act in which the issue is regulated;
List of students with recognized informal and formal study, including the period during student mobility, for the last five years.

and formal learning during their studies, including the period during student's mobility	
<p>The Faculty of Veterinary Medicine - Skopje has a general policy of continuity in the implementation of undergraduate studies in veterinary medicine, where the HE qualifications have been the same from 1991 until today. Therefore, after each change of the study program, the faculty adopts a Decision on Equivalence, by which all previous study programs that were implemented at FVMS (including those before the introduction of the ECTS system) are considered equivalent to the current study program (Annex 4.3.A). The preparation of the Equivalence Decision for the latest study program with the previous ones is currently in progress and, when finalized, it has to be adopted by the Teaching-Scientific Council before it comes in force.</p> <p>FVM-S recognizes various forms of students' informal and formal learning during their education. They can be in a form of training or workshops, organized together with other faculties that FVMS has bilateral agreements for cooperation. They can also be in the form of attendance at international summer schools organized through the VetNEST network as a part of the CEEPUS program or through the ERASMUS+ program. FVM-S issues appropriate certificates for participation, where all students' activities are included in the diploma supplement.</p> <p>The procedure for recognition of the study period through the ERASMUS+ program begins before the mobility itself when each professor declares in writing whether he will recognize, partially recognize, or not recognize the activity relevant to his subject during the student's mobility at the receiving institution (Annex 4.3.B). This decision is given after careful comparison of the course programs between the sending and receiving high institutions. After the completed mobility, based on the information comprised in the Transcript of Records, each professor evaluates and decides about the student's activity in writing (Annex 4.3.C). Based on the above, and the student's request for recognition of the conducted activity abroad, a Decision on exam recognition and transcript of records with gained ECTS credits is issued (Annex 4.3.D), which is written in the student's index afterward and thus becomes part of the student's diploma. Regarding the students' activities performed during a summer internship through the ERASMUS+ program, after the confirmation of the completed summer student internship (Annex 4.3.E.1) issued upon student's request, a Decision for recognition of the undertaken activities is issued (Annex 4.3.E.2), which is also included in student's diploma supplement. In addition, students at FVM-S are conducting the 30-day mandatory external practice in companies and private practice, which have collaborative agreements with the FVM-S for that purpose. The student keeps a daily working diary. The recognition of a student activity under the CEEPUS program or other types of clinical mobilities is issued by a vice dean after obtaining a written report about the undertaken activities. The preparation of written procedure for recognition of different mobility types is currently in progress and when finalized have to be adopted by the Teaching-Scientific Council before it comes in force.</p> <p>A list of students from FVM-S who attended summer practice through bilateral agreements, or VetNEST summer schools or ERASMUS+ summer practices in all study cycles during the academic period from 2018/2019 to 2022/2023 is given in Annex 4.3.F.1 and Annex 4.3.F.2.</p> <p>List of students who realized different activities during the academic 2023/24 year for all study cycles is given in Annex 4.3.G. The ECTS credits achieved by PhD students are integrated in their study curriculum. Regarding the undergraduate students, only the clinical practice is evaluated to replace the obligatory extramural practice of students from the last semester, and for students in the lower study years this activity is written in diploma supplement.</p>	
<p>Annexes</p> <p>Annex 4.3.A. Decision on the equivalence of the study programs in veterinary medicine from 1991/1992, from 1996/1997 and from 2006/2007 with the study program from 2018/2019 (together with the equivalence lists) and Decision on equivalence of the study program in veterinary medicine from 2009/2010 with the study program from 2018/2019 (together with the equivalence list)</p> <p>Annex 4.3.B. Table with teachers' statements on the recognition of the student's activities before ERASMUS+ mobility</p> <p>Annex 4.3.C. Table with teachers' written decisions for recognition of student's activities after realizing ERASMUS+ mobility</p> <p>Annex 4.3.D. Official Form of the document entitled Decision on exams recognition and transcript of records</p> <p>Annex 4.3.E.1. Form of confirmation of the completed summer student internship through the ERASMUS+ program</p> <p>Annex 4.3.E.2. Form of decision for recognition of undertaken activities during a summer internship through the ERASMUS+ program</p> <p>Annex 4.3.F.1. List of students who attended summer practice through agreements with Veterinary faculties in Sofia and Istanbul and summer schools through the VetNEST network in the period 2018/2019 – 2022/2023</p> <p>Annex 4.3.F.2. A list of students who accomplished mobilities through ERASMUS+ and CEEPUS program in the in the</p>	

period 2018/2019 – 2022/2023
Annex 4.3.G. Table with List of students with recognized informal and formal study, including the period during student mobility, for the academic year 2023/2024

4.4. After completing the studies, students receive documentation that clarifies the acquired qualification, competencies and learning results, the degree, the subject and the status of the successfully completed studies. Documentation is clear, understandable and comprehensive	Diploma, certificate and diploma supplement
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As a confirmation of successfully completed studies (the integrated studies of the first and second cycle, the specialist professional studies of the second cycle and the doctoral studies of the third cycle), the Faculty issues appropriate documents prescribed by the Law on Higher Education and the Rulebook on the diploma's content and form, the instructions for preparation of diploma supplement and other public documents (certificate of completed studies, diploma and diploma supplement). Those documents are already given in Indicator 4.1 of this Standard as Annex 4.1.A and 4.1.B. The diploma supplement for completed undergraduate studies in Veterinary Medicine (Annex 4.4.A), besides basic data on the study program (prescribed by the above-mentioned Rulebook), also contains data on the student's activities that are not part of the study program, i.e. that do not have credit points (international mobility, summer schools, participation in scientific meetings, participation in research projects etc.). The Certificate of passed exams from the first and second cycle integrated studies (Annex 4.4.B.) is an integral part of this diploma supplement. The preparation of the Equivalence Decision for the latest study program with the previous ones is currently in progress and, when finalized, it has to be adopted by the Teaching-Scientific Council before it comes in force.

Correspondingly, a Diploma Supplement for completed specialist (professional) studies of the second cycle of Food Safety, and for completed doctoral studies of the third cycle with a Certificate for passed exams in both Veterinary Medicine and in Food Safety (Annex 4.4.C) are issued.

Annexes

Annex 4.4.A. Diploma supplement for completed first and second cycle integrated studies in Veterinary Medicine (2018/2019 study program)

Annex 4.4.B. Certificate form of passed exams from the first and second cycle integrated studies in Veterinary Medicine (2018/2019 study program)

Annex 4.4.C. Diploma Supplement for completed specialist (professional) studies of the second cycle of Food Safety, and for completed doctoral studies of the third cycle with a Certificate for passed exams in both Veterinary Medicine and in Food Safety

Standard 5

STANDARD 5: TEACHING STAFF ³	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
5.1. The higher education institution provides competent teaching staff for the implementation of the study programs. The qualifications of the teaching staff involved in the execution of the study programs are appropriate to the profile and concept of the studies as	Biographies of the engaged teaching staff of all study programs in Europass format (with information on the last five years, profile information including completed study cycles and acquired title, data on accomplished scientific research work and results); Decisions for professional election;

³ It refers to individuals elected to teaching-scientific, teaching-professional, scientific, teaching, and associate titles, who perform higher education activities.

well as to the planned teaching subjects.	Overview of subjects taught by the staff in the past five years in all study cycles of the institution (shown individually and in alphabetical order of the last name of the employee/engaged person).
<p>At the Faculty of Veterinary Medicine - Skopje, the teaching of all study programs that are in function is carried out by staff from the Faculty (Annexes 5.1.A-F), with the exception of two teaching subjects from the integrated studies in veterinary medicine from the first and second cycles: Biophysics, for which a teacher from Natural the mathematics faculty; and Health and Sport, for which teachers from the Faculty of Physical Education, Sports and Health are hired (Annex 5.1.G). Based on the biographies of the teaching staff, it is evident that FVM-S has competent staff for the realization of the study programs. However, this does not mean that FVM-S is fully staffed when it comes to teaching, because in a certain number of subjects the professors lead both theoretical and practical teaching, since the number of employees with associate titles is small , and at the competitions for the selection of demonstrators, the required number is not filled in accordance with the needs of the departments. Because of all this, some of the professors are involved in the practical teaching (Annex 5.1.H.a-c), although a significant part of the employees are technical personnel whose primary daily work obligation is to perform tasks for the needs of laboratory activities in routine testing. On the other hand, the participation of the technical staff in the preparation of laboratory exercises and clinical teaching is a work obligation and a task that is specified in the Rulebook for systematization (Annex 5.1.I).</p>	
Annexes	
Annex 5.1.A Biographies of the engaged teaching staff: full professors (https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/redovni-profesori/)	
Annex 5.1.B Biographies of engaged teaching staff: associate professors (https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/vonredni-profesori/)	
Annex 5.1.C Biographies of the engaged teaching staff: assistant professors (https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/docenti/)	
Annex 5.1.D List of scientific stuff that performs teaching activities	
Annex 5.1.E Biographies of the engaged teaching staff: persons selected in scientific positions who carry out teaching activities in the professional (specialist) studies of the second cycle, as well as in the doctoral studies of the third cycle (https://fvm.ukim.edu.mk/kadar/nauchen-kadar/)	
Annex 5.1.F Biographies of the hired staff (assistants) https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/asistenti/	
Annex 5.1.G Agreement from professors from other units of the University "St. Kiril and Metodij" in Skopje engaged in the integrated studies of the first and second cycles in veterinary medicine at the FVMS in the period 2023/24	
Annex 5.1.H.a Descriptors of the higher education qualifications of the study program of integrated studies of 1st and 2nd cycle in veterinary medicine at The Faculty of Veterinary Medicine in Skopje	
Annex 5.1.H.b Descriptors of the higher education qualifications of the 3-cycle doctoral study program in veterinary medicine at The Faculty of Veterinary Medicine in Skopje	
Annex 5.1.H.c Descriptors of the higher education qualifications of the 3-cycle doctoral study program in veterinary medicine - subprogram food safety at the Faculty of Veterinary Medicine in Skopje	
Annex 5.1.I Rulebook for job systematization at the University "St. Cyril and Methodius" in Skopje Faculty of Veterinary Medicine – Skopje	
5.2. The published papers of the teaching staff in reference scientific publications in the last 5 years are relevant and contribute to the development of quality studies, that is, the scientific field.	Review of the number of published works in reference scientific publications (according to Art. 2 item 21 of the LHE) of the teaching staff in the last five years shown grouped by categories provided in Art. 2. item 21 (A-F) of LHE. For each category, the results are presented in alphabetical order of the surname of the employee/engaged person, as well as the total number of papers for the higher education institution;
The Faculty of Veterinary Medicine - Skopje stands for the highest standards in the process of hiring staff. The teaching process includes staff who meet the highest criteria and possess appropriate qualifications to meet the needs of the higher education activity.	
	List of published papers in reference scientific publications with a link to the publication/paper
The Faculty of Veterinary Medicine - Skopje stands for the highest standards in the process of hiring staff. The teaching process includes staff who meet the highest criteria and possess appropriate qualifications to meet the needs of the higher education activity. From the attached documents, the tendency of growth of published works in reference scientific publications in accordance	

with Law on Higher Education (LHE) is visible (Annex 5.2.A, Annex 5.2.B). The fact that the largest increase in published papers is found among assistant professors, associate professors and full professors elected in the last two years should be especially highlighted. A certain part of the publications are authored by international teams, which contributes to improving the visibility of FVM-S at the international level. The published works of the teaching staff of FVMS are displayed in the Repository of the University "St. Cyril and Methodius" in Skopje (Annex 5.2.C) and in the table (Annex 5.2.D).

Annexes

Annex 5.2.A Law on Higher Education

Annex 5.2.B Rulebook on the special conditions and procedure for selection in teaching-scientific, scientific, teaching-professional and collaborative knowledge and demonstrators at the University "St. Cyril and Methodius" in Skopje

Annex 5.2.C List of published papers in reference scientific publications with a link to the publication

<https://repository.ukim.mk/handle/20.500.12188/21>

Annex 5.2.D Number and list of published papers in the academic year 2023/24

5.3. The workload of the teaching staff is balanced. The teaching staff is hired in accordance with the legal provisions. The number of hours of the teaching staff on an annual level is adequate for the realization of quality teaching.

Overview of the number of hours taught by the teaching staff and the subjects they taught in all cycles of studies (shown individually and in alphabetical order of the surname of the employee/engaged person for all cycles of studies (first, second and third cycle of studies, if applicable). The application of Art. 161, paragraph 9 and 10 of the LHE is taken into account.⁴;

Decisions on the schedule of work and work assignments for all cycles of studies in the last five years;

Reports on teaching conducted for all study cycles in the last five years (if applicable);

Proof that the institution has at least 10 people in teaching-scientific positions in a full-time employment relationship.

The teaching staff of FVM-S is involved in integrated studies of the first and second cycle integrated studies (undergraduate studies), in second-cycle specialist study program and in doctoral studies of the third cycle study program. During the accreditation of each of these study programs, care was always taken to ensure that they were in accordance with the current legal regulations. The degree of workload of teaching staff is most significant in undergraduate studies, while in second and third cycle studies the teaching is of a mentor type, so there cannot be a question of a degree of workload in the same way as in undergraduate studies (Annex 5.3.A). During the accreditation of the latest curriculum from the integrated studies of the first and second cycle, which began to function in the academic year 2023/2024, of course, everything was taken into account for the application of Article 161 of the current Law of Higher Education, which provides that one teacher does not teach more than 4 subjects, which is given in the Course Engagement Overview in one semester for each teacher, as well as in the teaching coverage lists of the previous five academic years (Annex 5.2.A, Annex 5.2.D).

During this self-evaluation period, according to the current legal regulation, student demonstrators may be hired as teaching assistants, which is given in the List of Demonstrators Engaged in FVM-S undergraduate studies. Demonstrators are selected at the beginning of each academic year based on the provisions of the University Regulations on special conditions and the procedure for selection in teaching-scientific, scientific, teaching-professional and associate positions and demonstrators. Based on the requests from subject teachers submitted to the Dean's Office, an internal competition is announced, which is published on the faculty website (Annex 5.3.B, Annex 5.3.C).

Annexes

Annex 5.3.A List of first and second cycle integrated studies in Veterinary medicine (undergraduate studies) teaching coverage for 2023/2024

Annex 5.3.B Announcement for the selection of demonstrators for the academic year 2023/2024

Annex 5.3.C Report on the selection of demonstrators for the academic year 2023/2024

Annex 5.3.D Overview of the number of classes held by the teaching staff and the subjects they taught in all study cycles.

⁴ A person elected to a teaching-scientific or teaching title may teach a maximum of four subjects in the first cycle of studies and a maximum of four subjects in the second cycle of studies, at one or more universities, during one semester of the academic year.

<p>5.4. The higher education institution has clear, transparent and fair employment processes, through working conditions that recognize the importance of teaching work. The process is based on academic qualifications and merit and offers equal opportunities to all candidates. The institution's practice corresponds to the established criteria.</p>	<p>Act of the institution (for example, the Rulebook for selection in teaching-scientific positions that is applied or another act that regulates the procedure and criteria for selection in teaching-scientific, teaching-professional, scientific, teaching and associate positions); Overview of persons selected in teaching-scientific, teaching-professional, scientific, teaching and associate positions (with an overview of the number of registered candidates, the number of selected candidates and the number of people who were not selected for all competitions in the last five years). Link to the Bulletin in which the reviews for the selection of the teaching staff are published with a page number.</p>
<p>The employment of the academic and all other staff of FVM-S takes place according to the faculty Rulebook for the systematization of jobs (Annex 5.1.I), while, on the other hand, the selection in teaching-scientific, scientific and collaborative positions, as well as of demonstrators, takes place according to the University Rulebook about the special conditions and procedure for selection in teaching-scientific, scientific, teaching-professional and associate positions and demonstrators (Annex 5.2.B). Based on these acts, the faculty administration regularly submits requests to the three competent ministries: the Ministry of Education and Science (MES), the Ministry of Finance (MF) for obtaining budget funds and the Ministry of Information Society and Administration (MIOA) for the approval of a new job position (Work place). Obtaining approvals from these ministries is very difficult, and even when they are obtained, they do not satisfy even the basic needs of the teaching and scientific research process. The renewal of staff also complicates the method of financing (the treasury system), that is, the lack of financial autonomy. The lack of staff is present in teaching, administrative and technical staff. The information regarding engaged teaching staff at the FVM-S for the current academic year is available at faculty website (Annex 5.4.A). In Annex 5.4.B is the overview of persons selected in teaching-scientific, scientific, teaching-professional, teaching and associate positions.</p>	
<p>Annexes</p> <p>Annex 5.4.A Links for FVMS academic staff on the faculty website: https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/redovni-profesori/ https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/vonredni-profesori/ https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/docenti/ https://fvm.ukim.edu.mk/kadar/nastavno-nauchen-kadar/asistenti/ https://fvm.ukim.edu.mk/kadar/nauchen-kadar/ Annex 5.4.B Overview of persons selected in teaching-scientific, scientific, teaching-professional, teaching and associate positions</p>	
<p>5.5. The institution has developed a procedure for ensuring adequate working conditions for the teaching staff. The staff has appropriate information equipment, access to relevant electronic databases from the field/study program, appropriate spatial conditions as well as other resources relevant to their work.</p>	<p>Act of the institution or another act regulating the provision of appropriate working conditions for the teaching staff; Inventory of functional IT, laboratory, etc. type of equipment in the facility; Inventory of information, laboratory, etc. type of equipment in the institution, provided in the last five years (with the value of the equipment and the source of financing); Review of relevant electronic databases from the field/study program to which access is provided in the institution; Overview and description of spatial conditions for the realization of the study programs.</p>
<p>FVM-S has a policy of continuous strengthening of the working conditions for the implementation of higher education, research and applied activities, through ongoing modernization of the information and technical equipment used in the performance of the three above-mentioned activities (Annex 5.5.A). It is also taken into account that the academic staff and students have constant access to certain relevant electronic databases (Annex 5.5.B). The laboratory and other technical equipment is also listed in the reports made during the accreditation of all study programs. In general, it can be said that the purchase of all technical equipment, as well as the implementation of all infrastructural activities of the Faculty, are financed from the independent funds of FVM-S. All</p>	

these activities take place on the basis of the Annual Plan for Public Procurement, which is adopted at the beginning of each fiscal year (Annex 5.5.C, Annex 5.5.D).
FVM-S provides quality of the educational process, and all study programs of the FVM-S are accredited (Annex 5.5.E, Annex 5.5.F, Annex 5.5.G)

Annexes

Annex 5.5.A Inventory of functional IT, laboratory and other types of equipment at the Faculty of Veterinary Medicine - Skopje (2023/24)

Annex 5.5.B Overview of relevant electronic databases of the Faculty of Veterinary Medicine - Skopje relevant for the implementation of the study programs to which access is provided

Annex 5.5.C Link to FVM-S Public Procurement data <https://fvm.ukim.edu.mk/normativni-akti/javninabavki/>

Annex 5.5.D Links to FVMS procurement plans on the Bureau of Public Procurement website 2023

<https://e-nabavki.gov.mk/PublicAccess/home.aspx#/dossie-annual-plan/8c100372-4cf9-4cb6-825c-af9901368a13/7>

Annex 5.5.E Study program Veterinary medicine 1+2 cycle accreditation decision

Annex 5.5.F Study program Veterinary medicine third cycle accreditation decision

Annex 5.5.G Study program Food safety third cycle accreditation decision

<p>5.6. The institution offers opportunities for professional development of the teaching staff and to constantly motivate them; regularly organizes trainings for the teaching staff in the function of developing proactive and innovative teaching methods, for their pedagogical and technical skills. The institution regularly monitors the technical skills of the teaching staff.</p>	<p>An act of the institution or another act in which the professional development of the teaching staff is regulated.</p> <p>List of trainings for the teaching staff in the function of developing proactive and innovative teaching methods realized in the last five years and financed by the institution with a list of participants and program;</p> <p>List of trainings/trainings for the teaching staff in function of development of proactive and innovative teaching methods implemented in the last five years financed by other institutions/institutions/organizations with list of participants and program.</p> <p>Concrete examples and results, best practices of motivating teaching staff in the last five years;</p> <p>Report/analysis of technical skills of teaching staff (if applicable).</p>
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The support policy for the professional development of the academic staff of FVM-S is given in detail in Indicator 6.1, as well as the faculty Decision on scientific and professional training of employees (Annex 5.6.A). The trainings that the academic staff of FVM-S realizes, through the European COST network are given, as well as all the reports from training or educational participation of the employees (Annex 5.6.B). The scientific employees of the FVM-S in the academic year 2023/2024 participated at numerous trainings, professional education programs, science meetings participation etc., (Annex 5.6.C). providing improvement of the educational and research processes. Additionally, FVM-S motivates the scientific and teaching stuff in continuous research through financing different scientific projects (Annex 5.6.D).

This year there were no trainings of the teaching staff in the function of developing proactive and innovative teaching method, but FVM-S has applied the ERASMUS+ project entitled „Reaching Beyond Borders: Enhancing Communication and English Proficiency in Veterinary Medicine Education” under the action KA220-HED (Cooperation partnerships in higher education). (Annex 5.6.E).

Annexes

Annex 5.6.A University Gazette (No. 416, January 25, 2019) - Decision on scientific and professional training of the employees of the Faculty of Veterinary Medicine in Skopje at the University "St. Cyril and Methodius" in Skopje

Annex 5.6.B List of the participation of FVMS academic staff in actions within the COST network for the period 2023-2024

<https://fvm.ukim.edu.mk/nauka/cost-akcii/>

Annex 5.6.C Reports from educational/training/conference participation 2023/2024

Annex 5.6.D Rulebook on the method and procedure for financing scientific research projects at the Faculty of Veterinary Medicine - Skopje at the University "St. Cyril and Methodius" in Skopje

Annex 5.6.E Application of ERASMUS+ project entitled „Reaching Beyond Borders: Enhancing Communication and English Proficiency in Veterinary Medicine Education” under the action KA220-HED.

5.7. The institution hires visiting teachers, prominent scientists, artists, and experts from practice from the country and abroad within the framework of the realization of the study program. Their profile is relevant to the study program and brings added value.	List of visiting teachers, established scientists, artists, and practitioners from the country and abroad within the realization of the study program (type of engagement, area/subject, and period) for the last five years; Biographies of hired visiting teachers, established scientists, artists, and experts from the practice from the country and abroad within the realization of the study program of all study programs (Europass format).
<p>According to the existing Law on Higher Education, the visit of the visiting teachers is organized by the faculty, and a formal request is sent to UKIM, which gives its consent for the hiring of the proposed visiting teacher. After the end of the visit, the visiting teachers submit a report on the teaching with the titles of the lectures and hours. The records related to the visiting teachers are kept by the vice-dean for teaching (Annex 5.7.A). The procedure for hiring prominent experts from practice is similar. Another formal channel of hiring visiting teachers is through bilateral agreements with other veterinary faculties which is done on a case-by-case basis. However, the evaluation of the visiting teachers and prominent experts from practice by the students is lacking.</p>	
<p>Annexes</p> <p>Annex 5.7.A List of visiting teachers</p>	
5.8. Scientific work is encouraged to strengthen the connection between teaching and science. The system works well and is efficient.	Concrete examples and results, best practices.
<p>Encouraging scientific and research work is one of the strategic goals of FVM-S. It is achieved in several ways. Academic staff consistently apply to national (mostly from the UKIM), bilateral and international projects. From 2019 FVM-S started financing its own internal projects (Annex 5.8.A), every two years three internal projects are financed. FVM-S publish international journal "Macedonian Veterinary Review" where research staff can publish their work (https://macvetrev.mk/). FVM-S organizes every two years an international scientific meeting "Days of Veterinary Medicine" (DVM) where research staff and PhD students can present their work. At this meeting there is a special session dedicated to PhD students. There is no systematic data of the number of papers published by the FVM-S staff in relation to the number of papers financed by FVM-S.</p>	
<p>Annexes</p> <p>Annex 5.8.A Rulebook on the Manner and Procedure for Financing Research Projects at the Faculty of Veterinary Medicine in Skopje at the "Ss. Cyril and Methodius" University in Skopje</p>	
5.9. The higher education institution encourages innovation in teaching methods and in the use of new technologies.	Concrete examples and results of innovations in teaching methods and new technologies.
<p>Innovations in teaching methods and innovative technologies are the responsibility of each department, and the financing is done using internal or external funds. Currently all departments are using MS Office especially MS Teams and SharePoint in their teaching process, and some of the departments are also implementing the iLearn system (Annex 5.9.A). In the past there were few successful examples such as participation in DEVet project and ERASMUS projects (https://erasmus-plus.ec.europa.eu/projects/search/details/2020-1-RS01-KA226-HE-094555).</p>	
<p>Annexes</p> <p>Annex 5.9.A Link to iKnow platform: https://ilearn.ukim.edu.mk/course/view.php?id=10551</p>	
5.10. The institution has an established system of academic integrity and prevention of plagiarism.	Act of the institution or another act in which the indicator is regulated; Reports of a plagiarism check carried out by the institution for textbooks, teaching aids or scientific papers published by the institution (reports for at least 5% of published publications in the last five years).

The prevention of plagiarism is regulated in the Law on Higher Education. One of the activities of the FVM-S is the publishing activity, through the journal "Macedonian Veterinary Review" and the proceedings/book of abstracts of the international scientific meeting "Days of Veterinary Medicine". For both publications, care is taken to prevent any form of plagiarism. The plagiarism policy of MVR is available at <https://macvetrev.mk/Plagiarism-Policy/Plagiarism-Policy> and is implemented by using special plagiarism detection software that is used by most prominent academic publishers such as: Elsevier, Springer Nature, Wiley, Taylor & Francis Group (<https://www.ithenticate.com/>). Thus, each submitted abstract or paper is checked for plagiarism before publishing, and a detailed plagiarism report is produced for each submission (Annex 5.10.A). Also, in each edition of "Days of Veterinary Medicine", the Secretariat of the Organizing Board of the meeting, which deals with the reception of the received abstracts, also checks them for plagiarism, before approving their participation in the meeting.

Annexes

Annex 5.10.A Example for a report on plagiarism check

5.11. The institution has a policy/document/act for scientific research work. Indicators for scientific research work have been determined and are regularly monitored.	Act of the institution or another act in which the scientific research work is regulated and/or the indicators for the scientific research work are determined. Report/analysis of the fulfillment of the research work indicators (if applicable).
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Law on Higher Education sets the minimum criteria of scientific outputs for advancement in the next stage of the career. Also, the UKIM through its Rulebook for election sets additional and more specific criteria for scientific work. The FVM-S policy for encouraging scientific research work is given in the Rulebook for financing scientific research projects (Annex 5.8.A). Every single person at the FVM-S holding a tenure track position must fulfill the criteria set in the Law on Higher Education and the Rulebook on election and this is published in the University Bulletin which is available online (Annex 5.11.A).

Annexes

Annex 5.11.A Link to the University Bulletin: https://www.ukim.edu.mk/mk_bilten.php?meni=118&glavno=32.

5.12. The scientific research work corresponds to the local, regional, and/or national development goals and the socio-economic and cultural context. The effect of research work on local, regional, and/or national development goals is regularly monitored, on which appropriate improvements are made.	Concrete examples and results, best practices; Relevant reports or recommendations
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FVM-S has established co-operation with Macedonian Veterinary Chamber (Annex 5.12.A). Based on this co-operation topics of interest are established, and continuing education seminars are being organized by FVM-S. Moreover, FVM-S has an agreement with the Food and Veterinary Agency defining the training needs of the field veterinarians responsible for the execution of the Annual Animal Health Order. Again, based on this FVM-S performs training sessions for field vets.

Annexes

Annex 5.12.A Memorandum of Understanding between FVM-S and Macedonian Veterinary Chamber

Standard 6

STANDARD 6: LEARNING RESOURCES AND STUDENT SUPPORT	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
6.1. The institution provides adequate funding for learning and	Financial plan of the previous five years

<p>teaching activities and thus provides adequate and readily available resources for learning and student support. The system for financing the institution, that is, the study programs, is efficient and based on the needs of the students. The institution has a comprehensive and efficient system for funding research activities.</p>	<p>Financial statements of the previous five years Presentation of the financing of the scientific research activity (with a stated percentage of the total/own income that is set aside for scientific research work)</p>
<p>As an organizational unit of the University "St. Cyril and Methodius" in Skopje, FVM-S is financed from a budget determined according to the criteria for financing public higher education institutions, given by the Ministry of Education and Science. The proposed financial plan of FVM-S is part of the Unified Financial Plan of UKIM, and it determines the annual funds from the Ministry's budget (Annex 6.1.A, Annex 6.1.B). The financial needs of FVM-S to cover all the activities of the Faculty, for the maintenance of the facilities and for the salaries of the employees are above the funds allocated from the budget. Funds from the budget constitute only 8 to 12 % (depending on the year) of the total revenues of the FVM-S. Since the Faculty can influence the increase of these budget funds, FVM-S uses its own funds to cover expenses, which make up from 88 to 92% of its total income. These own funds are provided by the services of application nature (control of infectious diseases in animals and control of food safety) (Annex 6.1.C.a and Annex 6.1.C.b).</p> <p>FVM-S performs its activities according to an annual financial plan.</p> <p>FVM-S does not have adequate support for capital investments from state institutions. The provision of funds for investments of any kind is through international projects and donations, as well as from own funds acquired through the applied activity.</p> <p>In the field of scientific-research activity, on a national level, FVM-S regularly implements scientific-research projects financed mainly by the University "St. Cyril and Methodius" in Skopje, and from 2019, projects financed from own funds. For that purpose, at the end of 2018, the Rulebook on the method and procedure for financing scientific research projects of the Faculty of Veterinary Medicine - Skopje at the University "St. Cyril and Methodius" in Skopje and the implementation of these internal scientific research projects starts in 2019 (Annex 6.1.D and Annex 6.1.F, Annex 6.1.G). On the international level, FVM-S has continuous cooperation with numerous related institutions in the region, in Europe and beyond, through the implementation of international and bilateral scientific research projects, where academic staff of FVM-S appears as a partner, and sometimes as the main researcher (Annex 6.1.E).</p> <p>FVM-S has always nurtured the practice of encouraging the professional development of its academic staff, which also receives its formal framework with the Decision on Scientific and Professional Training of Employees of the Faculty of Veterinary Medicine in Skopje at the University "St. Cyril and Methodius" in Skopje.</p> <p>The academic staff of FVM-S continuously publishes scientific and professional papers, both in the main journal of the Faculty "Macedonian Veterinary Review" (from 2023 the journal has an impact factor of 0.4 according to Web Of Science) (Annex 6.1.H), as well as in various scientific and professional journals in abroad.</p> <p>Also, the academic staff participates with their oral or poster-presentations at domestic and international scientific meetings, of which the "Days of Veterinary Medicine" are certainly the most significant, an international scientific meeting organized by the FVM-S (Annex 6.1.I).</p>	
<p>Annexes</p> <p>Annex 6.1.A Financial plan for 2023 Annex 6.1.B Financial plan for 2024 Annex 6.1.C.a Financial report for 2023 Annex 6.1.C.b Financial report for 2023 Annex 6.1.D Rulebook on the method and procedure for financing scientific research projects at the Faculty of Veterinary Medicine - Skopje at the University "St. Cyril and Methodius" in Skopje (University Gazette No. 416, 25.1.2019) Annex 6.1.E List of scientific research projects that have already been implemented, or whose implementation is in progress for the period 2023-2024 https://fvm.ukim.edu.mk/nauka/proekti/tekovni-proekti/ Annex 6.1.F Annual report on the project: Genetic diversity of swine influenza A viruses and their implication on pig production and public health (FVMS-IPR-05). Annex 6.1.G Annual report on the project: Antimicrobial resistance in bacteria isolated from pets in the Republic of North Macedonia (FVMS-IPR-4). Annex 6.1.H Link to the journal "Macedonian Veterinary Review" https://macvetrev.mk/ Annex 6.1.I Link to the 10th International Scientific Meeting Days of Veterinary Medicine. https://dvm2024.mk/</p>	
<p>6.2. The technical resources of the institution (libraries, laboratories, work rooms, IT equipment, etc.) are</p>	<p>Total area (owned and rented space) with area of facilities (amphitheatres, classrooms, laboratories, organizational units, services);</p>

adequate for the realization of the study program. Students and teaching staff, including persons with special needs, have access to all resources. The institution has adequate infrastructure for distance learning. Technical resources are subject to regular monitoring in the institution.	Inventory of functional information equipment intended exclusively for students; An inventory of the institution's library collection as well as an inventory of the library collection acquired in the last five years (the relevance of the library collection for each study program is assessed); Inventory of distance learning information resources; Information about resources available to people with special needs; Information on monitoring of technical resources in the institution.
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The teaching activity of FVM-S takes place in 5 buildings, in which there are 1 lecture hall, 2 amphitheatres and 1 multifunctional room (for theoretical teaching and teaching and learning with animal models - the newly established Clinical Skills Laboratory) with a total area of 271 m² and 184 seats, fully equipped with audiovisual teaching aids, one computer classroom with an area of 30 m² and 10 seats, 3 laboratories for performing experimental (practical) independent exercises with a total area of 96 m², 9 demonstration laboratories with a total area of 323.2 m², 16 rooms intended for administration, library/computer classroom and sanitary needs with a total area of 210 m², 29 rooms for the teaching and collaborative staff with a total area of 440 m². Also, the University Veterinary Hospital (UVB) with a total area of 421 m² functions within the FVM-S. The laboratory exercises in one part take place in the faculty laboratories that are primarily intended for applied activity, in terms when commercial tests are not carried out in them (Annex 6.2.A).

The practical teaching of pathohistology takes place in the Microscopic Hall, which has 15 microscopes, acquired in 2018. Practical teaching in Histology and Embryology takes place in the same hall.

The library of FVM-S has 3000 books in the field of veterinary medicine, 400 bachelor's and master's theses, 25 doctoral dissertations, dictionaries, practicums and proceedings of scientific meetings. In addition to books, there is access to databases of over 18,000 full-text journals and 30,000 indexed journals.

The professional service of the faculty is located in a separate building (adapted shed), which houses the accounting rooms, the library, the computer center and the student affairs service, as well as the office of the Student Assembly.

From the specific materials used in the teaching, the following can be distinguished: for the subject Anatomy of animals (osteological preparations made by the subject teachers and collaborators; cadavers of animals fixed in formalin provided by UVB or by private veterinary societies; plastinated preparations of organs made in the faculty Plastination Laboratory); for the post-mortem exercises of the Pathological Morphology course (fresh cadavers from domestic animals, provided by UVB, livestock and poultry farms or private animal owners, from exotic and wild animals provided by the Skopje Zoo and from game provided in cooperation with the veterinary inspection); with a collection of histological and pathohistological preparations for microscopy (for the subjects Histology with Embryology and Pathological Morphology); preparations of parasites (plastinated or fixed in formalin), (Annex 6.2.B).

From live animals for clinical practice, the Faculty owns a herd of 13 rams and 4 sheep, as well as 1 horse. The clinical practice for small animals is carried out on UVB patients, and in addition, the students carry out this practice in veterinary societies with which the Faculty has concluded agreements for the realization of practical teaching. The Faculty is in process of preparing Farm animal clinic (Annex 6.2.C) The same applies to part of the practical teaching in subjects in the field of food hygiene (Annex 6.2.D). The field teaching of the subject Biology and pathology of fish takes place in several fish farms in Macedonia. For practical teaching in the subject Biology and pathology of bees, the faculty has 30 beehives with bee colonies intended for teaching and research activities, and part of this teaching takes place in several enterprises that deal with beekeeping. The field teaching in the subject Biology and Pathology of Game is held in cooperation with the Natural History Museum in Skopje, as well as with several hunting grounds and reserves in Macedonia.

For the needs of field practice, the Faculty owns two vans with a capacity of 9 seats.

For distance learning, the Teams platform is used, which is an integral part of the Microsoft Office 365 package.

For the entire laboratory equipment owned by the FVM-S, regular service is carried out, according to the manufacturer's instructions, also for the entire faculty vehicle fleet, annual service and vehicle registration is carried out. These activities are always an integral part of the Annual Public Procurement Plan.

Annexes

Annex 6.2.A Property sheet of FVM-S

Annex 6.2.B Inventory list FVM-S (pdf)

Annex 6.2.C Property sheet Rzanicino

Annex 6.2.D List of companies with which FVMS has concluded an agreement for practical teaching

6.3. The work of the auxiliary/administrative services is properly organized and is a function of internal quality assurance. In their work, the services take into account the flexible ways of learning and teaching as well as the needs of different student populations (for example, students over 25 years old, part-time and working students, students from abroad and students with special needs). The number of employees in the auxiliary/administrative services and their profile is appropriate for the number of students in all types of studies. The auxiliary and administrative staff have the opportunity to develop their own competencies.	<p>Presentation of the possibilities that exist within the auxiliary/administrative services for the needs of the different student population, students older than 25 years, part-time and employed students, students from abroad and students with special needs;</p> <p>Display of number of employees and their profile in the auxiliary/administrative services;</p> <p>List of employees in the auxiliary and administrative staff who attended training for the development of their own competencies in the past five years (with the specified period)</p>
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The auxiliary/administrative services of FVM-S are organized as the Professional and Administrative Service of the Faculty, which is part of the Professional and Administrative Service of the University "St. Cyril and Methodius" in Skopje. The work of this Service is regulated by the Statute of the Faculty of Veterinary Medicine at the University "St. Cyril and Methodius" in Skopje (Annex 6.3.A) and with the Rulebook for the systematization of workplaces at the University "St. Cyril and Methodius" in Skopje, Faculty of Veterinary Medicine – Skopje (Annex 6.3.B).

The service consists of 12 employees, namely the secretary of the Faculty, who manages the service, 1 person employed in the student affairs service, 1 librarian, and the rest in the accounting service. The number and profile of employees in the Professional and Administrative Service of FVMS is adequate to the number of students of all types of studies. The study programs of FVMS do not provide for the enrollment of part-time students, and the Faculty also has no students older than 25 years, employed students and students with special needs.

The employees of the Professional and Administrative Service of FVM-S have the opportunity to develop their own competencies, and the Faculty supports them in such activities, in the form of attending various courses, seminars, symposiums, etc. In general, the professional development (scientific, professional) of the employees of FVM-S is regulated by the faculty Decision on scientific and professional training of employees (Annex 6.3.C).

In the academic year 2023/2024 there were no trainings for the auxiliary and administrative staff, but FVM-S has applied the ERASMUS+ project entitled „Reaching Beyond Borders: Enhancing Communication and English Proficiency in Veterinary Medicine Education” under the action KA220-HED. The project aims to improve the existing curriculum for the undergraduate study program in English and to enhance the English language proficiency and communication skills of teachers and administrative staff at the FVM-S, (Annex 6.3.D).

Annexes

Annex 6.3.A Statute of the Faculty of Veterinary Medicine at the University "St. Cyril and Methodius" in Skopje

Annex 6.3.B Rulebook for the systematization of workplaces at the University "St. Cyril and Methodius" in Skopje, Faculty of Veterinary Medicine - Skopje

Annex 6.3.C Decision on scientific and professional training of the employees of the Faculty of Veterinary Medicine in Skopje at the University "St. Cyril and Methodius" in Skopje

Annex 6.3.D Application of ERASMUS+ project entitled „Reaching Beyond Borders: Enhancing Communication and English Proficiency in Veterinary Medicine Education” under the action KA220-HED.

6.4. The institution encourages the involvement of students in scientific research projects in all study cycles.	<p>A list of students who have been engaged in a scientific research project in all study cycles in the past five years (with project title, project implementer, funding information and a link to the project results);</p> <p>Percentage of students involved in scientific research projects in relation to the total number of students by study cycle.</p>
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Except for doctoral students, where scientific research work is a mandatory part of the study program, FVM-S encourages the participation in the scientific research activity of the Faculty and students from undergraduate and specialist studies. This is also part of the Strategic Plan for the development of the Faculty of Veterinary Medicine - Skopje for the period 2018-2023 (Strategic objective 2: Development and advancement of scientific research work) (Annex 6.4.A).

FVM-S students can gain research experience in several ways. One of them is through some of the faculty laboratories, where it

is possible for students to carry out certain tests, the results of which they then present at various student conferences, congresses or symposiums (Annex 6.4.B). The veterinary study at FVM-S ends with the preparation and defense of a diploma thesis, which enables each student to gain research experience and expand knowledge in a field, (Annex 6.4.C). Furthermore, students can be involved in the activities of scientific research projects that are implemented at the Faculty. Also, many additional workshops are organized during the academic year 2023/24 (Annex 6.4.D).

Students also have the opportunity to be participants in the international scientific meeting "Days of Veterinary Medicine" (DVM), organized by FVM-S. This gathering is held every two years. At this gathering, students, under the mentorship of a professor, have the opportunity to present their work to a separate student section. Student authors choose their mentors independently, from among the academic staff of FVM-S (Annex 6.4.B).

Students of all study cycles are included in many scientific research projects (Annex 6.4.E).

Annexes

Annex 6.4.A Strategic plan for the development of the Faculty of Veterinary Medicine - Skopje

Annex 6.4.B List of students participating in international scientific meetings

Annex 6.4.C List of defended diploma and doctorate theses in the last academic year (2023/2024)

Annex 6.4.D List of activities from the continuing education of FVM-S.

Annex 6.4.E List of students who were engaged in a scientific research project in all study cycles

6.5. Students have at their disposal specific forms of support including: an academic development advisor who monitors their development, provides support for career planning and other academic challenges and/or a functional Career Center, mentoring sessions, psychological support, etc.

Presentation of specific forms of support for students in the institution;
Number of students who used specific forms of support in the last five years;
Presentation of Career Center services and implemented activities in the last five years;
Number of students who followed training/training/internship or other type of support through the Career Center in the last five years.

For promotional activities, the faculty hires a PR agency, which cooperates with the faculty career center and the vice dean for teaching, and the promotional activities are directed more from a distance, on the social networks "Facebook", "Instagram", "LinkedIn" and "Youtube". (Annexes 6.5.A-F), as well as by participation on the UKIM Open Day, where FVMS presents itself to potential candidates for enrollment (Annex 6.5.G).

A Career Center operates at FVM-S, based on university acts and the Faculty Statute (Annex 6.5.I). Within the Career Center, there is also a Commission for the Promotion of the Faculty, whose primary goal is to attract candidates for enrollment at FVM-S, but also to promote the veterinary profession in general. Also, the Career Center has participated in the promotional event "Day(s) of your pet", designed by the students of FVM-S (Annex 6.5.J). Since the Career Center was recently formed, there are no activities for students training and other specific forms of support.

Annexes

Annex 6.5.A FVM-S Facebook profile: <https://www.facebook.com/fvmskopje>

Annex 6.5.B FVM-S Instagram profile: <https://www.instagram.com/fvmskopje/>

Annex 6.5.C FVM-S Profile on LinkedIn: <https://www.linkedin.com/in/fvmsalumni/>

Annex 6.5.D FVM-S YouTube channel: <https://www.youtube.com/@facultyofveterinarymedicine2574>

Annex 6.5.E FVM-S Faculty Student Assembly (FSS FVMS) Facebook profile:

https://www.facebook.com/spfakultet.vmskopje.7/?locale=da_DK

Annex 6.5.F Profile of IVSA Skopje on "Facebook": <https://www.facebook.com/ivsamacedonia/>

Annex 6.5.G Open day of UKIM <https://fvm.ukim.edu.mk/%d0%be%d1%82%d0%b2%d0%be%d1%80%d0%b5%d0%bd-%d0%b4%d0%b5%d0%bd-%d0%bd%d0%b0-%d1%83%d0%ba%d0%b8%d0%bc-%d0%bd%d0%b0-12-%d0%b0%d0%bf%d1%80%d0%b8%d0%bb-2024-%d0%b3%d0%be%d0%b4%d0%b8%d0%bd%d0%b0/>

Annex 6.5.I Decision to establish a career center.

Annex 6.5.J Report of organized event Day of your pet 2024.

6.6. The institution has a functional system for monitoring the members of the Alumni community. The alumni community is involved in the institution's

A description of the Alumni Community tracking system (if applicable);
Number of members of the Alumni community registered in the system (if applicable);

development plans. The institution organizes regular events and/or initiatives through which the contact with the graduated students is maintained.	Presentation of activities with the Alumni community in the last five years; Proof that the system is functional.
<p>With the members of the veterinary profession, FVM-S maintains constant communication - informal and formal (through the conclusion of agreements for the realization of practical teaching), as well as institutional, through cooperation with the Veterinary Chamber of Macedonia (VCM) and the Food Agency and veterinary medicine (FVA) (Annex 6.6.A). Through the cooperation with VCM, various forms of continuous education are realized, in the form of trainings that are conducted throughout the year, or are within the framework of the international scientific and professional gathering "Days of Veterinary Medicine" organized by FVM-S (Annex 6.6.B). Through the cooperation with FVA, apart from the implementation of the activities provided for in the Annual Order for Animal Health Protection, various trainings are organized for the improvement of professional staff not only from the state, but also from abroad (through cooperation with the International Atomic Energy Agency in Vienna, Austria – IAEA).</p> <p>The career center of FVM-S (Annex 6.5.I) deals with the maintenance of the alumni database, in which membership is possible through a link available on the faculty website (Annex 6.6.C and D). There were no organized activities for the Alumni community for the academic year 2023/2024.</p>	
<p>Annexes</p> <p>Annex 6.6.A Memorandum of cooperation between the Faculty of Veterinary Medicine - Skopje and the Veterinary Chamber of Macedonia.</p> <p>Annex 6.6.B List of proposed topics for continuing education in 2023/2024.</p> <p>Annex 6.6.C Link to join the FVM-S Alumni community https://fvm.ukim.edu.mk/%d0%b0%d0%bb%d1%83%d0%bc%d0%bd%d0%b8/</p> <p>Annex 6.6.D FVMS Alumni Community Profile on LinkedIn: https://www.linkedin.com/groups/8202050/ https://www.linkedin.com/in/fvmsalumni/</p>	
6.7. Students actively participate in the management of the institution. A student assembly and a student ombudsman, i.e. his deputy, function within the institution. The institution supports the social, cultural and sports activities of the students. It provides them with premises, support and an annual budget.	<p>An act in which the issue of student participation in management is regulated;</p> <p>Presentation of the students' participation in the bodies of the higher education institution (with relevant indicators);</p> <p>Decision on the election of members of the Student Assembly and report of the last conducted elections;</p> <p>Decision on the election of a student ombudsman or his deputy;</p> <p>Presentation of supported social, cultural and sports activities of students by the institution (indicated by name of activity, time period, budget) for the last five years.</p>
<p>The participation of students in the work of the bodies and organs of the FVM-S is regulated by the Law on Higher Education, as well as by the relevant acts of the University "St. Cyril and Methodius" in Skopje and the Faculty (Annex 6.7.A), The official representative of the students is the Faculty Student Assembly of the Faculty of Veterinary Medicine - Skopje (FSS FVM-S). Students participate in the work of the governing bodies of the Faculty - the Dean's Office (the president of FSS FVMS-) and the Teaching-scientific Council (4 students delegated by FSS FVM-S), (Annex 6.7.B). This is regulated by the Faculty Statute (Annex 6.3.A). Also, students participate in the work of various bodies of the faculty, such as the Commission for Self-Evaluation, and currently the most current – the working groups formed for the realization of the Self-Evaluation Report (SER) within the framework of the preparations for the preliminary visitation by the international accreditation association EAEVE, scheduled for November 2024 (Annex 6.7.C, Annex 6.7.D).</p> <p>The institution aids the students in organizing cultural and social activities, most recently being "Days of your pet", workshops for parasitic diseases, first aid and animal welfare. Also, the Faculty is part of the University's sports league, in which the faculty has its own coordinator to manage the sports teams and inform the students of sports related activities (Annex 6.7.E). The institution is absent of a student advocate or vice student advocate, for reasons being no student nominated themselves as a potential candidate.</p> <p>In addition, the Macedonian branch of the World Association of Veterinary Medicine Students - IVSA operates at FVM-S (at the</p>	

moment is in preregistration process). Through IVSA Skopje, the students of FVM-S in the past period have had several exchanges with students from several European veterinary faculties, as well as numerous promotional and humanitarian events, which include the above-mentioned "Days of your pet" 2024 (Annex 6.5.J).

All the above mentioned activities are financed and logistically by FVM-S. The faculty also mediates in the implementation of various activities related to the improvement of the student standard organized by other institutions (mostly UKIM) (Annex 6.7.F). In this academic year student participated in one sports event supported by FVM-S (Annex 6.7.G).

Annexes

Annex 6.7.A Law on Higher Education

Annex 6.7.B Decision on establishing the election of the president and members of FSS FVM-S 2024

Annex 6.7.C Decision to conduct a preliminary visit by an EAEVE team.

Annex 6.7.D Decision EAEVE Working Groups formation.

Annex 6.7.E FSS-FVM-S link <https://fvm.ukim.edu.mk/studenti/fsafvms/>

Annex 6.7.F Ranking list of students registered on the Internal announcement for exercising the right to pay half of the enrollment fee for the first cycle of studies for the academic year 2023/2024 whose parental rights are exercised by only one parent.

Annex 6.7.G Presentation of supported social, cultural and sports activities of students by the institution.

6.8. Students are familiar with the services and opportunities available to them.

Presentation of the way in which students are introduced to the services and opportunities that are available;
Promotional materials, publications or links to website publications.

Students, as well as future candidates for enrolling in one of the FVM-S study programs, are fully familiar and aware of the services and opportunities that are available to them. The current students, as well as the candidates for undergraduate studies in veterinary medicine, have access to the decision on study regulations for the first and second cycle integrated studies (undergraduate studies) and second cycle studies (postgraduate studies) at the University of "St. Cyril and Methodius" in Skopje - Faculty of Veterinary Medicine - Skopje and introduction to the subject programs included in the integrated studies in veterinary medicine from the first and second cycle of the Faculty of Veterinary Medicine - Skopje, which is available on the faculty website (Annex 6.8.A, Annex 6.8.B). Administrative services to students are regulated by the procedure for the operation of the student affairs service, and the procedures for the implementation of these services are also available on the faculty website (Annex 6.8.C). For promotional purposes, the Faculty has produced a brochure in Macedonian and in English (for the needs of undergraduate studies in veterinary medicine in English), as well as various promotional videos, also available on the faculty website (Annex 6.8.D, Annex 6.8.E). Students can also be informed about all activities related to their studies and extracurricular activities through the faculty website (Annex 6.8.F), their official facebook and instagram page, various notice boards on the faculties grounds and from 2021 subject professors organize lectures and laboratory exercises through direct communication with students on the electronic platform "Teams" and from that year for the needs of this platform students receive official email addresses (with the extension @fvm.ukim.edu.mk) with which they access the above platform. Also, the "iKnow" university platform is used for signing, registering exams and entering grades (Annex 6.8.G).

Annexes

Annex 6.8.A Study Guide to the studies for the integrated studies in veterinary medicine from the first and second cycles of the Faculty of Veterinary Medicine - Skopje (2023)

Annex 6.8.B Overview of the subject programs included in the integrated studies in veterinary medicine from the first and second cycles of the Faculty of Veterinary Medicine - Skopje (2018)

Annex 6.8.C Procedure for the operation of the student affairs service (2017)

Annex 6.8.D Promotional brochure for the Faculty of Veterinary Medicine - Skopje in Macedonian

Annex 6.8.E Promotional brochure for the Faculty of Veterinary Medicine - Skopje in English

Annex 6.8.F Student Service link <https://fvm.ukim.edu.mk/studii/studentska-sluzba/>

Annex 6.8.G Link to IKnow <https://www.iknow.ukim.mk/>

Standard 7

STANDARD 7: INFORMATION MANAGEMENET	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
7.1. The higher education institution regularly collects, analyzes, and uses information that is important for the successful implementation of study programs and other activities. Through an efficient process of data collection and analysis for study programs and other activities, the data is entered into the internal quality assurance system.	Description and overview of the system for data collection and processing Regulation act (if applicable) Proof that the system is functional.
<p>The FVM-S, as a unit of the University Ss. Cyril and Methodius, uses the iKnow system for collecting student data throughout their studies (https://www.iknow.ukim.mk/). This system is fully integrated into the undergraduate studies for veterinary medicine, covering everything from admission calls and student activities to administrative procedures and graduation (Annex 7.1.A). The system is managed by the student service at the faculty and the Vice-Dean for Education. All subjects, exams, and records for each student are recorded within this system (Annex 7.1.B). However, students enrolled in the English study program, specialization and PhD studies are not yet part of the iKnow system.</p> <p>Based on student data, the iKnow system provides detailed analyses and reports that can be useful for further improvement of the study program and the quality of education provided. However, FVM-S is not fully utilizing all the available reports and analyses that the system can provide for improved evaluation and management of the study program, which should be a priority for the forthcoming period. Since 2024, with the support of the University, FVM-S has started using the iKnow system for surveys of students, teachers, and administrative staff, linking these surveys to the system for the first time.</p>	
Annexes Annex 7.1.A Example of iKnow System window for students' admission Annex 7.1.B Example of student's records in the iKnow system	
7.2. The information collected is relevant to the profile of the institution and its study programs, and includes: key performance indicators; the profile of the student population; student progress, achievement, and dropout rates; the degree to which students' expectations of the study programs are met; learning resources and support available to students; employment data of graduates and their careers, etc. Students and staff are involved in the processes of data collection and analysis, as well as in planning activities that result from this information.	Overview of the collected data and the method of analysis of the collected data; Specific examples of the involvement of students and staff in the process; Specific examples of the use of the information provided in the process.
<p>All relevant information regarding student enrollment and progress within the study programs is entered into the iKnow system. This system enables the generation of reports, analyses, and statistics on key performance indicators, student structure, profiles, descriptive statistics of enrollment and dropouts, performance analysis by subjects, teaching staff, etc. (Annex 7.2.A). However, these reports and analyses are not generated and analyzed regularly for short and long-term management decisions. Addressing this should be a priority in the forthcoming period.</p> <p>Additional information regarding the study programs is generated from student surveys, which are regularly conducted within the faculty and presented to and adopted by the Teaching-Scientific Council. The last student survey was conducted in June 2024, coordinated by the University, and integrated into the iKnow system (Annex 7.2.B).</p> <p>Although the FVM-S established the Career Center according to the Statute of the FVM-S from 2019 and recently was reelected (Annex 7.2.C), the alumni database updated through the faculty web page</p>	

(<https://fvm.ukim.edu.mk/%d0%b0%d0%bb%d1%83%d0%bc%d0%bd%d0%b8/>) and the network established via the LinkedIn network (<https://www.linkedin.com/in/fvmsalumni/>). However, more detailed follow-up on the progress and career development of our graduated students is lacking. Regarding student participation, in all structures and bodies relevant for data analysis and management, students have their representatives and actively participate in the process, such as in the Committee for Self-Evaluation (29% of members are students), Re-accreditation of English study program I and II integrated cycle (13% student's representation), Dean's Board (student's representation 14%), Teaching-Scientific Council (10% of members are students), etc.

Annexes

Annex 7.2.A Example of iKnow Report - Enrolled students by subject

Annex 7.2.B Report from conducted surveys for students, teaching and administrative staff at FVM-s for academic year 2023/24

Annex 7.2.C Decision for establishing Career Center at the FVM-S

7.3. The institution keeps a register of significant events, activities, and processes. The data is collected, analyzed, and used for the needs of the strategic management of the institution.

Information on significant events, activities, and processes.

The procedure for participation in all events, activities outside the faculty, projects, and similar events by teaching, administration staff, and students starts with an official request and a brief presentation of the event submitted to the Dean's Board and Teaching-Scientific Council. After the approval of the request and the realization of the activity, a report is submitted by those who participated. This report is approved and made available to the members of the Teaching-Scientific Council. However, there is currently no electronic database where all these events and activities are recorded for further reporting and analysis. In April 2024, we began establishing an electronic procedure for recording the participation of staff and students in events, activities, and processes. This ongoing activity is expected to be completed by the end of 2024.

In the academic year 2023/2024, there is a record of eight significant events where FVM-S is organizer or co-organizer (Annex 7.3.A), i.e., two promotional workshops, two training workshops, three conferences where FVM-S is co-organizer together with: European Society for Domestic Animal Reproduction (ESDAR); European Society of Veterinary Dermatology (ESVD); Macedonian Veterinary Chamber (MVK), (Annex 7.3.B). One of the most significant events fully organized by the FVM-S is the 10th International Scientific Meeting "Days of Veterinary Medicine" and the 2nd European Conference on Veterinary and Medical Education 2024 (<https://dvm2024.mk/>). This event, traditionally held every second year, will this year be organized jointly with the European conference on medical and veterinary education. It will take place from September 22 to 25, 2024, in Ohrid, Macedonia, and will include practical workshops for veterinary practitioners, scientific plenary sessions, short oral and poster presentations, as well as presentations of research projects by our PhD and undergraduate students (students' session). The event is expected to attract over 200 participants from research institutions and universities from the region and Europe, (Annex 7.3.C).

Annexes

Annex 7.3.A Register of significant events, activities and processes at FVM-S

Annex 7.3.B Decisions for organization and participation of significant events by FVM-S

Annex 7.3.C Decisions for organizing 10th International Scientific Meeting "Days Of Veterinary Medicine" and 2nd European Conference on Veterinary and Medical Education 2024

7.4. The information safety (in both printed and electronic form), especially information related to student data, exam results, discussions on digital platforms, etc., is protected. The institution adequately safeguards the personal data of all stakeholders.

The act of the institution;
Description of the practice for personal data protection;
Other relevant documents or policies of the institution.

The FVM-S operates in compliance with the national legislation for the protection of personal data. A designated officer is responsible for managing procedures related to personal data protection at the institutional level (Annex 7.4.A). Additionally, the student services and other employees, including teaching staff, have signed agreements confirming they will handle all personal data according to existing university and national regulations (Annex 7.4.B).

In accordance with ISO standards for laboratory work, all personnel involved are trained and confirm that they will handle sensitive

data with complete anonymity. Regarding the protection of student personal data, all information published on the Microsoft Teams platform, used officially by the faculty for student work and communication, is shared within closed teams accessible only to their members, preventing broader public access. Furthermore, any publicly available information related to student personal data (such as exam results) is presented using only index numbers without full names (Annex 7.4.C). This also applies to applicants during the admission process when the students signed an approval for using their personal data (Annex 7.4.D), as well for all the documents generated via the iKnow system, where only the generated application code is used.

Annexes

Annex 7.4.A Decision for appointing an officer for personal data protection at FVM-S
 Annex 7.4.B Documentation of the Student Service Guaranteeing Compliance with Personal Data Protection Regulations
 Annex 7.4.C Example of publicly announced student exam results at the web page of the FVM-S
 Annex 7.4.D Approval form for the use of personal data, signed by enrolled students

Standard 8

Standard 8: INFORMING THE PUBLIC	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
8.1 The higher education institution regularly publishes data on its activities and study programs. The information published on the website and other media (printed, social media) of the institution is correct, clear, precise, objective, up-to-date and easily accessible. The institution regularly participates or organizes fairs where it presents its activities and study programs. Information relating to the activities of higher education institutions is useful to prospective and current students, as well as to former students, others and to the public.	<p>Link to announcements or delivery of printed materials through which activities of the institution are announced; Report on activities carried out, press clipping or other relevant presentation about the presence in the media; Report on participation or organization of fair/s; Other relevant materials or specific examples</p>
<p>The FVMS regularly informs the public about its actions on its website and Facebook profile (Annex 8.1.A). The students are informed about their educational and administrative duties through the faculty bulletin board and the faculty website, in the "announcements" compartment. Content relevant to the teaching, is available on the faculty website. The website is designed for easy access to information in each of the three branches of the faculty: higher education, scientific research, and application (Annex 8.1.B). Current events are always on the front page of the page, so when new events come, they go automatically to the "Announcements" section (Annex 8.1.C). There is also an option for searching "Search...". The website, in addition to Macedonian, also has an English version, which gains importance with the introduction of undergraduate studies in English from 2019/2020.</p> <p>On the front page of the page, the links to the other faculty websites are placed: the profiles on "Facebook", "Instagram" and "Linkedin" and the channel on "Youtube", as well as the link to the website of the faculty journal "Macedonian Veterinary review" (Annex 8.1.D). There are also direct links to various government bodies and institutions, relevant to the activity of FVMS: University "St. Cyril and Methodius" in Skopje, the Ministry of Education and Science, the Food and Veterinary Agency, the National Agency for European Educational Programs and Mobility, as well as a link to the European program for international exchange Erasmus (Erasmus+).</p> <p>FVMS also has rich promotional activities, in which the students always participate, and they take place within the activities of the Faculty Career Center. In addition, the students of FVMS in the previous period, with the support of the FVMS, but</p>	

also of other external stakeholders (such as the City of Skopje) have realized numerous events of an educational, educational-entertaining, promotional, and humanitarian nature, through their two student organizations: The Faculty Student Assembly (FSS-FVMS) and IVSA Skopje. Of these events, the most significant is the "Day of your pet", the last organized in 2023 and realized only with the support of the City of Skopje, without any demands from FVMS with the presents of the faculty staff as guests.

In the recent period, the academic staff of FVMS and the students have become more and more present in public, through numerous guest appearances in electronic and printed media, as well as on internet portals. All these contents can be found on the faculty profile on "Facebook", as well as on the faculty channel on "YouTube", and the nine student organizations of FVMS - FSS FVMS, and IVSA Skopje also have their own profiles on "Facebook", (Annex 8.1.E)

Annexes

Annex 8.1.A FVMS website <https://fvm.ukim.edu.mk/>

Annex 8.1.B Higher education <https://fvm.ukim.edu.mk/en/specijalisticki-strucni-studii/>

Annex 8.1.C Announcements <https://fvm.ukim.edu.mk/studii/oglasna-tabla/>

Annex 8.1.D Macedonian veterinary review <https://macvetrev.mk/>

Annex 8.1.E Review of published information about the activity of the institution in the media

8.2. The higher education institution has published data on its activities, including information on the study programs that they implement, the enrollment criteria, the intended learning goals, the qualifications that the student acquires as a result of the learning, the procedures that are applied in teaching, learning and assessment, pass rates and learning conditions available to students, information on potential employment of graduates as well as the documents provided in Article 21 paragraph 3 of the Law on Higher Education

Link to the mentioned elements in the indicators;

Links to the documents provided in Article 21, paragraph 3 of the Law on Higher Education: 1. The Statute of the unit (with all amendments and supplements) and other acts regulating internal relations; 2. The accreditation decision for each study program separately and the decision to start work for each study program separately; 3. The act of systematization; 4. The Rules of Procedure of the Teaching-Scientific, or Scientific Council; 5. The Rulebook on Salaries and Allowances of the unit; 6. Report and decision on the last appointment in title for each teacher and associate published in the Bulletin; 7. The schedule of work tasks for the current academic year; 8. Final account; 9. Annual report; 10. Accepted topics for the preparation of master's theses; 11. Accepted topics for the preparation of doctoral theses; 12. Acts adopted by the unit in accordance with other laws; 13. The Code of Ethics.

The FVM-S regularly publishes information on all its activities. All of these activities are presented in front of members of the Teaching-Scientific council and posted on the faculty website (www.fvm.ukim.edu.mk). In addition, the FVMS formed a Board of Cooperation and Public Relations. Furthermore, the Statute of the FVMS has been changed and from 1.03.2024 the new Statute is in force (Annex 8.2 A).

All information relevant to the students study (information about the study programs that they implement, the enrollment criteria, the intended learning goals, the qualifications that the student acquires as a result of the study, the procedures that are applied in teaching, learning and assessment, the conditions for advancement and the conditions for learning that are available to students) are contained in the elaborations for accreditation (Annex 8.2.B) of all study programs implemented at FVMS, which, in turn, are posted on the faculty website.

The documents stipulated by Article 21, paragraph 3 of the Law on Higher Education is also placed on the faculty website and are attached in the corresponding indicators of this report. FVMS regularly publishes on its website the enrollment contests announced by the University "St. Cyril and Methodius" with all the necessary supporting information.

Annexes

Annex 8.2.A Statute of the Faculty of Veterinary Medicine, University "St. Cyril and Methodius" in Skopje (University Journal No. 460 annex 1, 01.12.2023)

Annex 8.2.B Elaborate of the integrated studies of the first and second cycle that are carried out at FVMS

8.3. Key learning and research outcomes are published on the institution's website. For example, before doctoral dissertation defense, it must be published on the website of the higher

Link to relevant publications on the institution's website related to learning outcomes or research work;

education institution where the third cycle of studies is conducted (if applicable).	Link to published doctoral dissertations and other relevant learning outcomes (if available).
<p>The results of the tests as well as for the final exams, if they are not shared with the students through the "Teams" platform, are published on the faculty website in the "Announcements" section, observing the principles of personal data protection. Attached are more recent examples (Annex 8.3.A, Annex 8.3.B and Annex 8.3.C). Information about scientific research work is published in the "Projects" section (Annex 8.3.D) whereas the public defense of the doctoral thesis as well as diploma work defense are published in the "Announcements" section (Annex 8.3.E).</p>	
<p>Annexes</p> <p>Annex 8.3.A Link to the published results of the second test from Reproduction, https://fvm.ukim.edu.mk/%d1%80%d0%b5%d0%b7%d1%83%d0%bb%d1%82%d0%b0%d1%82%d0%b8-%d0%be%d0%b4-%d0%b2%d1%82%d0%be%d1%80%d0%b0%d1%82%d0%b0-%d0%ba%d0%be%d0%bd%d1%82%d0%b8%d0%bd%d1%83%d0%b8%d1%80%d0%b0%d0%bd%d0%b0-%d0%bf%d1%80-2/</p> <p>Annex 8.3.B Link to the published results of the forth test from Animal science. https://fvm.ukim.edu.mk/wp-content/uploads/2024/06/Tret-i-cetvrti-kolokvium-2023_24.pdf</p> <p>Annex 8.3.C Link to the published results of the final exam from Biology of the cell https://fvm.ukim.edu.mk/en/studii/oglasna-tabla/</p> <p>Annex 8.3.D link to information about scientific work – Project section https://fvm.ukim.edu.mk/en/arhiva-proekti/</p> <p>Annex 8.3.E Public announcement of doctoral thesis defense https://fvm.ukim.edu.mk/wp-content/uploads/2024/07/%D0%9E%D0%B4%D0%B1%D1%80%D0%B0%D0%BD%D0%B0-%D0%BD%D0%B0-%D0%B4%D0%BE%D0%BA%D1%82%D0%BE%D1%80%D1%81%D0%BA%D0%B0-%D0%B4%D0%B8%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D1%98%D0%B0-1.pdf</p>	

STANDARD 9:

STANDARD 9: INTERNATIONAL COOPERATION AND INTERNATIONALIZATION	
INDICATOR	DOCUMENTATION (available by clicking on the title of the annex or on the provided web page link)
9.1. Students actively use student mobility opportunities. Mobility is properly valued and recognized.	<p>Number and list of students who used mobility, shown by study programs in the last five years regarding all study cycles (displaying the mobility period, host institution, study program) including mobility through the Erasmus+ program;</p> <p>Percentage of students who used mobility as part of the total number of students (for the last five academic years, for all study cycles); Information on the practice of appropriate assessment and recognition of student mobility (act/s or concrete examples).</p>
<p>The FVM-S students actively use different mobility opportunities such as the Erasmus+ mobility program and the CEEPUS program (Central European Exchange Program for University Studies). The latter operates within the international network of veterinary faculties/universities called VetNEST (Veterinary Network of European Student and Staff Transfer) based in Vienna, which organizes summer schools and mobilities. Additionally, students use mobilities under the bilateral agreements between FVM-S and other veterinary faculties as well as mobilities through the student organization IVSA (International Veterinary Student Association).</p> <p>Number of students from all study cycles who completed different mobilities in the academic year 2023/2024 presented as part of the total number of students (in percentage) as well as the list of students, who accomplished different mobilities</p>	

(displaying a mobility period, host institution, study program, including mobility through the Erasmus+ program) in the same period are given in Annex 9.1.A and Annex 9.1.B. Most of these mobilities were summer schools organized through the VetNEST network, regarding different aspects of veterinary clinical education and therefore, majority of the involved students were from the higher study years.

Concerning the ERASMUS+ summer practice, there was no call by the University in the academic 2023/2024. This type of mobility is very appealing for our students who realized many mobilities in the past. A list of students who completed different types of mobilities during the academic period 2018/2019-2022/2023 is presented in Annex 9.1.C.1. This information was part of the self-evaluation report of the Faculty of Veterinary Medicine-Skopje for the period 2018/2019-2022/2023, adopted by the teaching-Scientific Council of FVM-S (Annex 9.1.C.2)

The recognition procedure of all student's activities can be briefly described as this: after the realized mobilities, students submit reports to the faculty coordinators, together with documents obtained from the receiving institutions (such as transcript of records, certificate of attendance, mobility report, letter of confirmation, etc). The documentation is reviewed by the coordinators and then, based on their report for the equivalence of the realized credits, the Vice-dean for education and the Dean of FVM-S issue a decision for recognition of the appropriate mobility.

It has to be mentioned that, regarding the ERASMUS+ mobility for study, the procedure begins before the mobility itself, when each professor declares in writing whether he will recognize, partially recognize, or not recognize the activity relevant to his subject during the student's mobility at the receiving institution (Annex 9.1.D.1). After the mobility, based on the information comprised in the Transcript of Records and Mobility report, each professor evaluates and decides about the student's activity in writing (Annex 9.1.D.2). Upon the student's request for recognition of the conducted activity abroad and the reviewed documentation, a coordinator's report on activity confirmation is issued (Annex 9.1.D.3) and a Decision on exam recognition and transcript of records with gained ECTS credits is issued by the vice dean and dean of FVM-S (Annex 9.1.D.4). The grades are written in the student's index afterward and thus become part of the student's diploma.

Regarding the summer practice under the ERASMUS+ program, the recognition procedure begins with a Confirmation for completed summer practice and undertaken activities issued by the ERASMUS+ coordinator (Annex 9.1.E.1), gained after reviewing the obtained documentation reports from the receiving institution. Subsequently, a Decision for recognition of the undertaken activities and practice is issued by the Dean's office (Annex 9.1.E.2), which is also included in the student's diploma supplement. This procedure is described in Indicator 4.3. of Standard 4 as well.

Our faculty disseminates important information about the European programs for mobility and research through its website (<https://fvm.ukim.edu.mk/en/nauka/megjunarodna-sorabotka/ceepus/> and <https://fvm.ukim.edu.mk/nauka/megjunarodna-sorabotka/erasmus/>)

Annexes

Annex 9.1.A. The total number of students from all study cycles who completed different mobilities in the academic year 2023/2024, and the percentage of students who used mobility as part of the total number of students for the same period)
Annex 9.1.B. List of students, who accomplished different mobilities (displaying a mobility period, host institution, study program,, including mobility through the Erasmus+ program) in the academic 2023/2024

Annex 9.1.C.1. A list of students who realized different types of mobilities during the last 5-year period (from 2018/2019-2022/2023) displayed also as a percentage of accomplished mobilities in relation to the total number of students at FVM-S
Annex 9.1.C.2 Decision for adopting the self-evaluation report of the Faculty of Veterinary Medicine-Skopje for the period 2018/2019- 2022/2023, by the teaching-Scientific Council of FVM-S

Annex 9.1.D.1. Example of teachers' statements on the recognition of the student's activities before ERASMUS+ mobility
Annex 9.1.D.2. Example of teachers' written decisions for recognition of student's activities after realizing ERASMUS+ mobility

Annex 9.1.D.3. Example for ERASMUS+ coordinator's report on activity confirmation

Annex 9.1.D.4. Example for Decision on exam recognition and transcript of records with gained ECTS credits

Annex 9.1.E.1 Example for ERASMUS+ coordinator's confirmation of the completed summer practice through the ERASMUS+ program

Annex 9.1.E.2 Example for Decision for recognition of undertaken activities during a summer practice through the ERASMUS+ program

9.2. The institution has developed a policy for international cooperation and internationalization. It has established indicators for fulfilling the priorities of international cooperation and	Act/policy for international cooperation and internationalization; Indicators for fulfilling the priorities of international cooperation and internationalization; Report of monitoring the indicators for fulfilling the priorities of international cooperation;
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<p>internationalization. These indicators are regularly monitored. A special body responsible for international cooperation and internationalization within the institution has been established.</p>	<p>Act on the establishing a special body responsible for international cooperation and internationalization; Minutes of held sessions or another document that shows the functionality of this body (annual plan, report of conducted activities, etc.).</p>
<p>The international cooperation as one of the strategic goals of our faculty is included in the Strategic Plan of FVM-S (Annex 9.2.A), which is one of the reasons for establishing the Board for International Cooperation in year 2021 (Annex 9.2.B.1). The Board keeps records from its regular meetings shown in Annex 9.2.B.2 and organizes annual workshops for FVM-S students in all study-cycles promoting the international cooperation and different types of mobilities (Annex 9.2.B.3). That activity is always previously announced on faculty's website https://fvm.ukim.edu.mk/arhiva-novosti/?page=5. The commitment to the international cooperation and internationalization of FVM-S is also recognized by signed agreements for international cooperation, participation in international scientific projects, training and mobilities. All these activities are monitored and described in detail in annual reports on the Dean's work (Annex 9.2.C), which have to be adopted each year by the Teaching-Scientific Council.</p> <p>A special part of the policy on international cooperation belongs to the membership of FVM-S in the European Association of Higher Education Institutions for Veterinary Education (EAEVE) and the VetNEST network, in which FVMS is continuously active through the mobility of students, teaching, and scientific staff through the CEEPUS program and through the participation and organization of summer schools. In November 2024, FVM-S will host the EAEVE (https://www.eaeve.org/) pre-visitation team to start the evaluation process of the Faculty's teaching, scientific and applicative activities, while the next VetNEST meeting will be held in September 2024 in Belgrade, Serbia. The last VetNEST-Extended meeting was held in Zagreb, April 17th, 2024 (Annex 9.2.D).</p> <p>Promotion of the international cooperation of FVM-S with other veterinary faculties in the region can also be recognized in the participation of FVM-S at the Dean's Conference of Higher Education Institutions in Veterinary Medicine in the region, held in Sarajevo, Bosnia and Herzegovina, from 21-24.9.2023. During this conference, a joint Declaration for mutual cooperation was signed by the deans from: the Faculty of Veterinary Medicine at the University in Sarajevo, the Faculty of Veterinary Medicine at the University of Belgrade, Serbia, the Faculty of Veterinary Medicine at the University of Ljubljana, Slovenia, the Faculty of Veterinary Medicine at the "Ss. Cyril and Methodius University " in Skopje, North Macedonia and the Faculty of Veterinary Medicine at the University of Zagreb, Croatia. The declaration is given in Annex 9.2.E.</p> <p>Monitoring of the activities undertaken by the FVM-S regarding international cooperation and internationalization is part of the FVM-S self-evaluation report, which has to be presented and adopted by the Faculty's Teaching-Scientific Council. The latest self-evaluation report regarding the academic period of 2018/2019-2022/2023 adopted in March 2024 is given in the Indicator 9.1. as Annex 9.1.C.1</p>	
<p>Annexes</p> <p>Annex 9.2.A. Strategic plan of FVM-S Annex 9.2.B.1. Decision on the establishment of the Board for International Cooperation Annex 9.2.B.2. Records from the Board for International Cooperation meeting Annex 9.2.B.3. Workshop organized by the Board for International Cooperation in 2022 Annex 9.2.C. Annual reports from the Dean of FVM-S Annex 9.2.D. Minutes from the VetNEST-Extended meeting, Zagreb, April 17th, 2024 Annex 9.2.E. Declaration for cooperation between veterinary faculties in Skopje, Sarajevo, Belgrade, Zagreb and Ljubljana</p>	
<p>9.3. The institution possesses adequate financial resources for the realization of international cooperation. For the needs of international cooperation, the institution allocates financial resources from its own income but also uses funds from the national budget, foreign donors and programs, local self-government, etc.</p>	<p>Overview of planned and used financial resources for international cooperation of the institution in the last five years with a presentation of the source of funding (budget, own income, etc.).</p>
<p>The financial resources for mobilities and projects under the EU programs are allocated by the EU funds. As said previously in Standard 6, the financial need of FVM-S in covering all activities, including the overall international cooperation and</p>	

institutionalization, is above the funds allocated from the budget, which are used mainly for part of the salaries and overhead costs. Therefore, FVM-S uses its own financial funds for international cooperation, regarding costs for the visiting professors and field experts, members of commissions for doctoral thesis, invited speakers in conferences and workshops organized by FVM-S, as well as visits of FVM-S staff and students for different international activities. FVM-S annually adopts a general financial plan for all of its activities but does not possess a distinctly preplanned funds for its international cooperation and internationalization.

Financial support for the international activities of the FVM-S staff is allocated by the previously adopted Decision for scientific and professional training in terms of the advancement of the employees of the Faculty of Veterinary Medicine in Skopje (Annex 9.3.A). Before the activity, the dean's office issues a decision for allocating financial support upon FVM-S employee request, who is obliged to write a report for the undertaken activities after returning. Additionally, FVM-S allocates financial support for students' formal or informal activities such as participation in workshops, summer practices, presentations on conferences containing student sessions, as well as other forms of international activities.

The overview of financial resources for different activities regarding international cooperation for the Academic Year 2023/2024 is given in Annex 9.3.B.

Annexes

Annex 9.3.A. Adopted decision for scientific and professional training/advancement of the employees of the Faculty of Veterinary Medicine in Skopje

Annex 9.3.B Table with a detailed description of the planned and used financial resources for academic year 2023/2024

<p>9.4. The institution cooperates with other institutions at home and abroad in order to realize the study programs. It implements joint projects with foreign universities (conferences, mobility and other collaborations), and the results of those projects are relevant to the study programs. The institution implements joint programs with foreign universities.</p>	<p>List of agreements on international cooperation, including on the Erasmus+ program; Presentation of specific collaborations (conferences, mobility and other collaborations) with other institutions in the country and abroad (presentation of the last five years with a description of the collaboration and relevance for the study programs); Number and list of teaching staff who participated in forms of international cooperation (shown by year for the last five years); Information on the implementation of joint programs with foreign universities.</p>
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FVM-S cooperates with other institutions at home and abroad to realize its study. It is realized by signing collaboration agreements, and implementing projects with institutions from Europe in the field of higher education activity, scientific research and application. The list of bilateral agreements for the period 2018/2019-2022/2023 is given in Annex 9.4.A. Regarding the academic year 2023/2024, FVM-S has signed the collaboration agreement with the Faculty of Veterinary Medicine, Kırikkale University, Türkiye (Annex 9.4.B). For the program period of 2021/2027, FVM-S has renewed 9 Interinstitutional agreements with HEI under the ERASMUS+ program including SMS and SMT mobilities for students and staff (Annex 9.4.C).

This year, FVM-S has applied the ERASMUS+ project entitled „Reaching Beyond Borders: Enhancing Communication and English Proficiency in Veterinary Medicine Education” under the action KA220-HED (Cooperation partnerships in higher education). The proposed project aims to improve the existing curriculum for the undergraduate study program in English and to enhance the English language proficiency and communication skills of teachers and administrative staff at the FVM-S. Partners of the proposed project are an EU faculty with an accredited veterinary undergraduate program in English and a language school from an English-speaking region (Annex 9.4.D).

As a member of EAEVE and VetNEST (under the CEEPUS program) the FVM-S delegation, consisting of dean, vice deans for study and for science and international cooperation as well as appropriate coordinators, regularly attends their annual meetings. During the VetNEST meetings, the annual mobilities and collaborations are planned and the previous activities are reported and discussed. The last EAEVE meeting was held in Alfort, France, on 30-31.05.2024 (Annex 9.4.E). Regarding the forthcoming EAEVE pre-visitation in November 2024, our faculty has hosted Prof. Turk and Prof. Slavica from the EAEVE-accredited FVM in Zagreb, to help us with the preparation process. Both of them are visiting professors for 2023/2024 and during their visit, besides the educational work with students, they also organized meetings with the EAEVE – group leaders from FVM-S.

During the academic year 2023/2024, the delegation from FVM-S attended the anniversaries organized by the Faculty of Veterinary Medicine in Zagreb, in November 2023 (Annex 9.4 F.) and in Sofia, in April 2024. Every two years, FVM-S organizes international scientific meetings where besides collaboration research of FVM-S staff with other institutions in

the country and abroad, there is a student session, where FVM-S students from all study cycles are involved and present research works under the mentorship of FVM-S professors. This year our faculty is organizing the 10th International Scientific Meeting “Days of Veterinary Medicine and the 2nd European Conference on Veterinary and Medical Education 2024, which will be held in Ohrid, R. N. Macedonia, from 22nd to 25th of September, 2024. There will be a separate session dedicated to veterinary education (Annex 9.4.G). FVM-S does not have a joint program with other veterinary faculty yet, but these occasions, such as conferences, jubilees and meetings where deans and vice deans are discussing veterinary education are certainly a starting bond and initiative regarding joint programs.

The number and list of teaching staff and students who participated in forms of international cooperation is given in Annex 9.4.H. The detailed engagement of the FVMS academic and scientific staff in the framework of international cooperation is given in Standard 5.

Additionally, as a result of our previous cooperation, in a period from 13 to 14 October 2024, FVM-S hosted the 2nd International Regenerative Medicine Workshop Scientific and Clinical Application of Stem Cell Therapy and PRP in Veterinary Practice 2023. Besides the teaching staff from FVM-S, lecturers were professors and scientific researchers from University of Parma and University of Perugia from Italy and University of Galloway, Ireland as well as Veterinary Vet Referral Center from UK (Annex 9.4.I). Our faculty will be a co-organizer of the 27th Annual ESDAR Conference, together with the Faculty of Veterinary Medicine in Belgrade, Serbia from 12.9.2024-14.9.2024 (Annex 9.4.J)

Regarding the research and applicative activity at our faculty, several events were conducted during the 2023/2024, such as: co-organization of the first Eastern European conference in the field of dermatology in Skopje, together with the Eastern European Association for Veterinary Dermatology (Annex 9.4.K), hosting the Short Term Scientific Mission (STSM) researcher from Greece under the COST action CA 18217 – European Network for Optimization of Veterinary Antimicrobial Treatment (Annex 9.4.L). and visit by the expert committee of the ECDC, EFSA and DG-SANTE evaluating the laboratory activities at FVM-S, as the leading higher education and research institution in the country for testing in the field of Antimicrobial Resistance (Annex 9.4.M)

Annexes

Annex 9.4.A. Signed agreements for international cooperation with different institutions in the field of higher education activity, scientific research and application for the period 2018/2019-2022/2023

Annex 9.4.B. Collaboration agreement with Faculty of Veterinary Medicine, Kırıkkale University, Türkiye

Annex 9.4.C. List of bilateral agreements with foreign faculties, universities and other institutions, including the ERASMUS+, in the academic year 2023/2024

Annex 9.4.D. A decision for applying the ERASMUS+ project entitled „Reaching Beyond Borders: Enhancing Communication and English Proficiency in Veterinary Medicine Education” under the KA220-HED action

Annex 9.4.E. The EAEVE meeting report, Alfort, May 30-31, 2024

Annex 9.4.F. Report from the anniversaries organized by the Faculty of Veterinary Medicine in Zagreb, in November 2023

Annex 9.4.G. Website of the 10th International Scientific Meeting “Days of Veterinary Medicine and the 2nd European Conference on Veterinary and Medical Education 2024 <https://dvm2024.mk/>

Annex 9.4.H. Number and list of teaching staff and students who participated in forms of international cooperation in 2023/24

Annex 9.4.I. Regenerative Medicine Workshop https://fvm.ukim.edu.mk/en/arhiva-novosti/?_page=2

Annex 9.4.J. Link to the 27th Annual ESDAR Conference, September 2024 (<https://www.esdar.org/esdar-conference-2024/orga-2024-gb.html>)

Annex 9.4.K. Eastern European conference in the field of dermatology

Annex 9.4.L. Information about the Short-Term Scientific Mission through COST CA 18217 (Link: https://enovat.eu/greece-and-north-macedonia-join-forces-in-our-last-short-term-scientific-mission-stsm/?fbclid=IwAR03tgzABYzIJUW-okNE2fp1sqxblI35LBK27-oiHUZ2IB-cFoDQ9Y6nqQ8_aem_AZyqrNW9cz_YiGdVjIBdFkVudiADJlaATZ9RtgstpxjOnK1pDCVKRHRqkgFUorwWZruDiyLM_2abyBcD0f8zcMhg)

Annex 9.4.M. Information about the European Center for Disease Prevention and Control (ECDC), EFSA and DG-SANTE visit to FVM-S. link: <https://fvm.ukim.edu.mk/en/arhiva-novosti/>

9.5. The institution has established a system for attracting teachers and students from abroad. Foreign professors are regularly involved in teaching, they are hired as mentors or members of committees for the evaluation of master's and

List of teachers from abroad who teach or are involved in teaching (with information on the scope of participation in teaching, the period and the home higher education institution);

List of teachers from abroad included as mentors or members of committees for evaluation/defense of master's and doctoral theses;

doctoral theses, etc. The number of foreign students is increasing.	Number of enrolled foreign students per study program for all study cycles in the past five years.
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FVMS hires visiting teachers from renowned veterinary faculties from the region and beyond. The engagement of the teacher is agreed with the FVM-S teacher from a particular course who is an official host of the visiting teacher. The procedure includes one or two visits in one academic year (one visit per semester), depending on the course duration (one- or two-semester-long course). The duration is up to 4 days, including teaching of two school hours per day. Before the arrival of a visiting teacher, the vice dean for study informs other teachers from the same study year in advance, to adjust the schedule. FVM-S maintains good professional relations with the visiting teachers and they can be engaged in other activities of the Faculty, such as members of committees for evaluation and defense of doctoral theses, etc.

The list of teaching staff as visiting professors and members of committees for evaluation/defense of doctoral theses in the academic 2023/2024 is given in Annex 9.5.A. This year, there were 7 professors involved in the teaching process as visiting professors and two involved in the committee for evaluation/defense of one doctoral thesis. A list of academic and other staff who participated in different forms of international cooperation in the period 2018/2019-2022/2023 period is given in Annex 9.5.B. Regarding foreign students, the most numerous are in the doctoral studies of the third-cycle study program in Food Safety. Concerning the undergraduate 1st+2nd cycle integrated study program in the English language, three foreign students have enrolled in the Academic Year 2023/2024. Additionally, three students arrived through the ERASMUS+ mobility for undergraduate study (one from Poland on whole-year mobility and two in a summer semester, one from Turkey, and one from Italy). Furthermore, one student enrolled in the third study cycle in Food Quality. This is presented in Table 9.4.A in Annex 9.4.H.

In order to attract foreign students and produce high-quality professionals (Doctor of Veterinary Medicine) from the English program in non-English speaking Veterinary Medicine Faculty, such as FVM-S, we realized that our teaching staff have to improve their speaking, professional and communicative skills in English language. That was the initiative and aim for applying an ERASMUS+ project, mentioned in the previous indicator (Annex 9.4.D). More initiatives have to be undertaken in the next period in order to attract more foreign students.

Annexes

Annex 9.5.A. list of teaching staff as visiting professors and members of committees for evaluation/defense of doctoral theses in the academic 2023/2024

Annex 9.5.B. List of academic and other staff from FVM-S who participated in different forms of international cooperation in a period 2018/2019-2022/2023

3. ADDITIONAL INFORMATION

ADDITIONAL INFORMATION

In this section, additional information relevant to the quality of higher education can be provided. This section should not exceed 3 pages.

N/A

Изјава

Под полна материјална и кривична одговорност јас, _____ со ЕМБГ
_____, одговорно лице во високообразовната установа _____
изјавувам дека сите податоци прикажани во Извештајот од самоевалуација на високообразовната
установа _____ за периодот _____ се точни и
вистинити.

ИЗЈАВИЛ,

(име и презиме)

(своерачен потпис)