

## Strategy and Action Plan for the Faculty of Chemistry and Geosciences of Vilnius University for the years 2023–2026

### Mission

To provide international, interdisciplinary and research-based education at all study cycles in the fields of biochemistry, chemistry, geology, physical geography, materials technologies and human geography; to carry out fundamental and applied scientific research; to be an attractive and engaging scientific centre for employees, students and the society.

#### Five main development directions:

1. An International Faculty;
2. A Green Faculty;
3. A Motivating Faculty;
4. A Modern and Creative Faculty;
5. An Outstanding Faculty.

No.	Goal	Activity indicator	Tools for implementation	People responsible
<b>An International Faculty</b>				
1.1	A growing number of scientific publications in top ranking (high-impact) international scientific journals	<ul style="list-style-type: none"> <li>• A 10 % increase in Q1 and Q2 publications by 2025–2026 as compared to 2020–2021</li> </ul>	Increased incentives for scientific publications; involvement in international research groups, support during the preparation and publication processes of scientific papers	Institute directors
1.2	A larger number of the faculty staff participating in the top-level international scientific projects (e. g., Horizon Europe)	<ul style="list-style-type: none"> <li>• Participation in international projects by faculty staff increased by 25% by 2025–2026 as compared to 2020–2021</li> <li>• A 20 % increase in scientific visits of various forms and duration (inclusive of short-term and scientific project related visits) to foreign scientific institutions by faculty staff by 2025–2026 as compared to 2020–2021</li> </ul>	Incentives for participation in preparing international scientific projects; dissemination of information concerning opportunities to participate in scientific visits and opening up opportunities to participate for scientists who give lectures	Institute directors Department of Project Preparation and Administration
1.3	Increased level of internalisation	<ul style="list-style-type: none"> <li>• 30 % more ECTS credits (inclusive of Erasmus studies) given to foreign students by 2025–2026 as compared to 2020–2021</li> </ul>	Incentives for teaching staff that give lectures for Erasmus students; preparation of national and international projects aimed at attracting lecturers from abroad;	Vice-deans for studies

		<ul style="list-style-type: none"> <li>No less than 25 ECTS credits taught by foreign lecturers included in the curriculum at the faculty by 2025–2026</li> <li>20 % higher student participation rate in study exchange with foreign scientific institutions (inclusive of short-term visits, summer schools and internships/traineeships) by 2025–2026 as compared to 2020–2021</li> </ul>	encouragement of students to travel to study abroad, as well as creating more possibilities to do so by expanding the range of universities with cooperation agreements, while also making use of the possibilities offered by the Arqus alliance	
<b>1.4</b>	Development of a new international study programme	<ul style="list-style-type: none"> <li>A new study programme dedicated to climate change and sustainable development established by 2024</li> </ul>	Assistance and incentives for the staff developing the new study programme	Vice-deans for studies
<b>1.5</b>	Increased number of short-term visits by scientific staff from foreign research institutions	<ul style="list-style-type: none"> <li>The number of visits by foreign researchers increased by 30 % by 2025–2026 as compared to 2020–2021</li> </ul>	Acquisition of new equipment and establishment of modern workplaces; search for new contacts with scientific institutions from abroad; self-promotion in international scientific networks	Institute directors
<b>1.6</b>	Increased number of doctoral and post-doctoral fellows from abroad	<ul style="list-style-type: none"> <li>50 % more visits by doctoral students and post-doctoral fellows from abroad by 2025–2026 as compared to 2020–2021</li> </ul>	Self-promotion in international scientific networks; acquisition of new equipment; establishment of modern workplaces and participation in international scientific projects	Institute directors
<b>A Green Faculty</b>				
<b>2.1</b>	Saving electricity and water resources; reduction and sorting out waste	<ul style="list-style-type: none"> <li>15 % lower electricity usage by 2025–2026 as compared to 2020–2021</li> <li>15 % lower water usage by 2025–2026 as compared to 2020–2021</li> <li>100 % household waste sorted out by 2024</li> </ul>	Installation of water and electricity saving technologies; purchase of devices with low energy consumption; provision of energy/water efficiency training and encouragement of employees to save water and electricity	Faculty administration
<b>2.2</b>	Promotion of ecological vehicles	<ul style="list-style-type: none"> <li>Installation of 4 charging stations for electric vehicles in the faculty territory</li> <li>Installation of 40 bicycle and scooter storage spaces (i.e., 20 in the territory of each institute)</li> </ul>	Search for funds for the development of green infrastructure, promotion of green transport	Faculty administration

2.3	Implementing a “green procurement” approach	<ul style="list-style-type: none"> <li>The purchase of green goods and services to exceed 30 % by 2026</li> </ul>	“Greenification” of public procurement at Vilnius University and the faculty	Faculty administration
2.4	Building sustainability-oriented and environmentally conscious community	<ul style="list-style-type: none"> <li>To organize at least two events every year dedicated to environmental sustainability by 2026</li> </ul>	Incentives for the employees showing initiative; cooperation with other education, research, business and non-government organisations	Faculty administration
2.5	Development of the green education	<ul style="list-style-type: none"> <li>To offer three new study subjects dedicated to the green education to the university community by 2025</li> <li>To offer 30 ECTS credits of study subjects dedicated to climate change and sustainable development to university students by 2023</li> <li>At least 3 public lectures about sustainability for the university community every year</li> </ul>	Incentives for the employees preparing new study subjects or public lectures; technical support for those preparing new subjects; external advertising of the activities carried out; encouragement of student involvement	Faculty administration Vice-deans for studies Department of Studies
<b>A Motivating Faculty</b>				
3.1	Increased satisfaction of employees with their working environment and salary	<ul style="list-style-type: none"> <li>Employee satisfaction indicator 0.3 points higher than in the period 2020–2021</li> <li>A space for meetings of the faculty community to be established in each institute</li> </ul>	Increasing financial sustainability of the faculty; search for additional financing; development of modern and comfortable working environment; nurturing of healthy workplace relationships; renewal of faculty premises	Dean Faculty administration
3.2	Attracting Lithuanian science talent	<ul style="list-style-type: none"> <li>30 % more postdoctoral researchers by 2025–2026 than in the period 2020–2021</li> </ul>	Acquisition of new equipment and establishment of modern workplaces; financial motivation; creating a friendly work environment	Faculty administration
3.3	Increased number of students	<ul style="list-style-type: none"> <li>30 % more students by 2025–2026 than in 2020–2021</li> </ul>	Liaising with schoolchildren and teachers; organising Olympiads and other activities for schoolchildren; modern promotion of studies	Vice-deans for studies Department of Studies
3.4	Ensuring the fiscal sustainability of both the Institute of Chemistry and Institute of Geosciences endeavouring to create two	<ul style="list-style-type: none"> <li>By 2026, each institute will operate in a fiscally sustainable manner</li> </ul>	Strengthening of the fiscal sustainability of the Faculty; targeted investments; a growing number of students; attracting young talent	Dean Directors of the institutes

	independent departments by the year 2026			
<b>A Modern and Creative Faculty</b>				
<b>4.1</b>	New up-to-date study programmes and modernised studies	<ul style="list-style-type: none"> <li>Admission to a new study programme “Cosmetic Chemistry to start in 2023</li> <li>A new study programme “Future World Transformation Studies” to be launched in 2025</li> <li>Integration of a mobility window in at least one study programme by 2024</li> </ul>	Assistance and incentives for those developing new study programmes; search for new forms of studies	Vice-deans for studies
<b>4.2</b>	Renewed scientific equipment and renovated faculty premises	<ul style="list-style-type: none"> <li>2–3 laboratory or auditorium renovations and modernisations carried out per year</li> <li>At least one application submitted to participate in an international infrastructure project by 2026</li> <li>By 2025–2026, investments in scientific equipment increased by 50% compared to 2020–2021</li> </ul>	Ongoing search for finances for renewal of equipment; participation in infrastructure projects; cooperation with enterprises	Dean Directors of the institutes Department of Science
<b>4.3</b>	Growing income from commissioned research	<ul style="list-style-type: none"> <li>15 % more income from commissioned work by 2025–2026 in comparison with 2020–2021</li> </ul>	Equipment renewal; certification of laboratories; investment in professional development of technical personnel; attraction of students	Faculty administration
<b>An Outstanding Faculty</b>				
<b>5.1</b>	Enhanced scientific communication	<ul style="list-style-type: none"> <li>20 % more scientific communication and popular science events by faculty employees by 2025–2026 (in comparison with 2020–2021)</li> </ul>	Incentives for scientific communication activities; establishing and maintaining active contact with media	Faculty administration
<b>5.2</b>	Building Lithuanian chemistry, geography, geology, cartography and meteorology communities	<ul style="list-style-type: none"> <li>To organise at least 2 events in each branch of the Faculty dedicated to bringing together the Lithuanian scientific community of that field</li> </ul>	Participation in the activities of professional communities; appointment of a public relations officer responsible for communication with community and business	Faculty administration

5.3	Participation in the training of chemistry and geography teachers and contributing to their professional development	<ul style="list-style-type: none"> <li>• Delivery of prepared teacher re-qualification programmes</li> <li>• The number of teacher professional development activities increased twice by 2025–2026 in comparison with 2020–2021</li> </ul>	Incentives for the development and realisation of study programmes; active cooperation with teachers	Vice-deans for studies
5.4	Informal education of school children; Olympiads	<ul style="list-style-type: none"> <li>• 20 % more Informal school children education activities by 2025–2026 (compared to 2020–2021)</li> <li>• Organising annual chemistry and geoscience Olympiads and the C. Kudaba geography competition</li> </ul>	Incentives for the staff in charge of organising the Olympiads; involvement of the students	Faculty administration
5.5	Stronger relationship with businesses and social partners	<ul style="list-style-type: none"> <li>• 30 % more cooperation agreements with business entities and social partners by 2025–2026 compared to 2020–2021</li> <li>• Donations for research and education received from business entities to account for 0.5 % of the total Faculty budget by 2025–2026</li> </ul>	Search for business contacts; active cooperation; lobbying	Faculty administration

**Note:**

Indicators which are evaluated based on calendar years: the indicator for 2020–2021 or 2025–2026 is calculated as an average of these two years.

Indicators which are related to academic years: the indicator for 2020–2021 is calculated as an average of the 2019–2020 and 2020–2021 academic years.