

FIRAT UNIVERSITY FACULTY OF VETERINARY MEDICINE
"YOU SAID IT - WE DID IT" FORM

Academic Year : 2024 / 2025

The improvements and practices implemented in response to the administrative staff feedback conveyed to our faculty are recorded as follows.

Unit / Area	Administrative Staff Feedback (You Said It)	Faculty's Application (We Did It)	Notes / Tracking Status
General - Number of Staff	Insufficient number of administrative and support staff. burden high .	General secretarial with by discussion support personnel The request was forwarded to higher authorities. From İŞKUR incoming workers and part-time students assignment with work density reduced .	Correspondence with the Rectorate regarding personnel planning continues.
General - Decision Processes	Participation in decisions is limited, and decision-making processes are not sufficiently transparent.	Transparency in management announcements was increased, and administrative representatives began to be invited to internal meetings.	To increase participation oriented arrangement getting ready .
General - Education and Development	Opportunities for self-improvement are insufficient.	Training needs analysis for staff has begun , in the spring of 2025 service intra- education done .	Education contents with surveys is determined .
Animal Hospital	Staff hours are not respected, and staff who have worked for many years are given preferential treatment.	Internal auditing has been increased, entry and exit monitoring has been implemented . for tourniquet And digital follow-up system started .	Employee equality for to superiors discipline directive reminded .
Animal Hospital	There is a shortage of technical staff, and tasks are disrupted.	Technician staff demand to the rectorate presented .	During the follow-up process, it was supported by an official letter.
General -	Successes are not	For year-end success	Implementation in

Recognition and Motivation	appreciated enough, material and spiritual expectations are not met.	evaluations award / thanks format will be created .	2026 as of will be started .
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