



Lessons Learned from Leman China for Talent Development in Pig Industry

从李曼大会看养猪业人才培养需求

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Providing **Science-driven Solutions™** to
the Global Swine Industry

为世界养猪行业提供**科学为本**解决方案

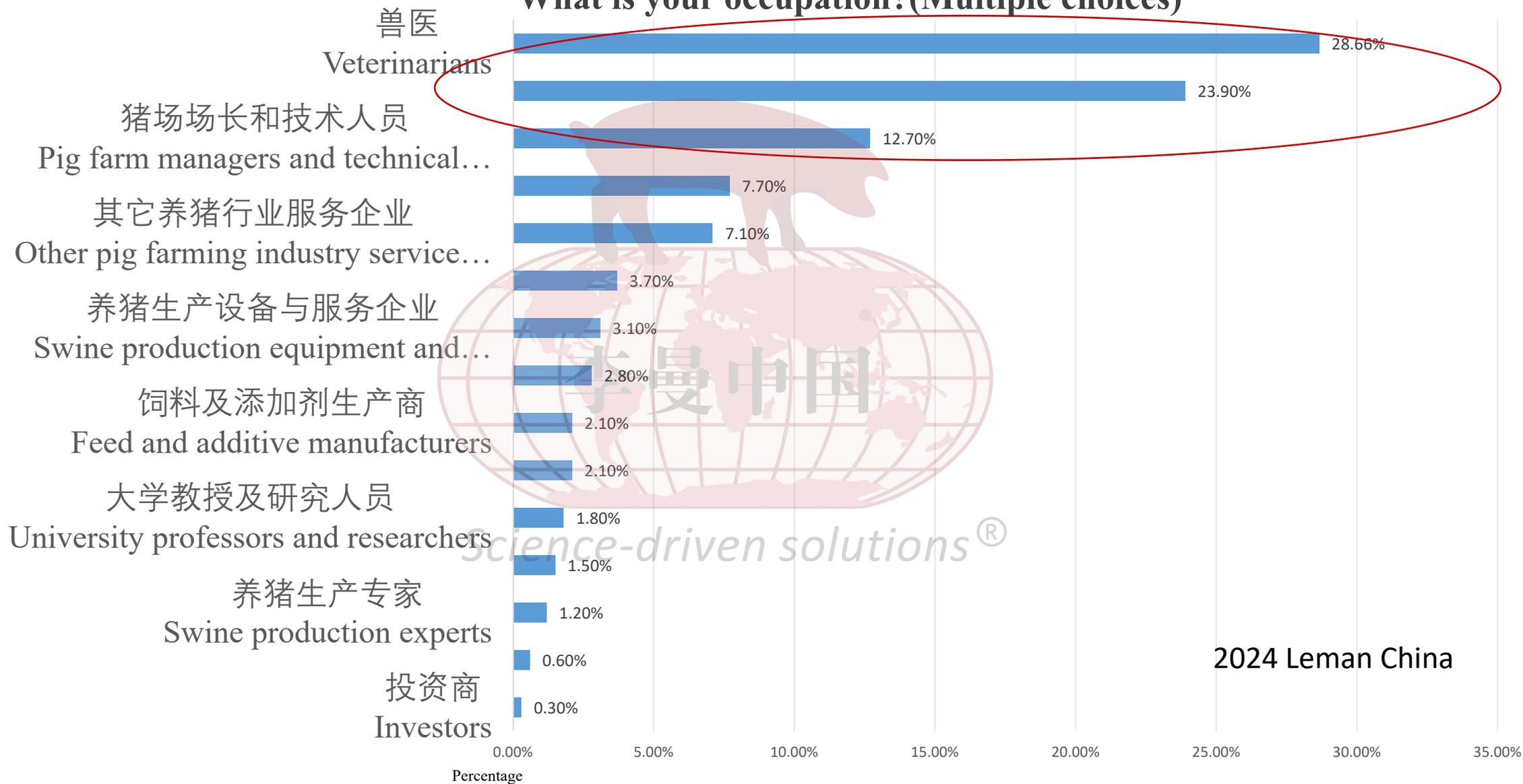
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您的职业是什么？（多选）

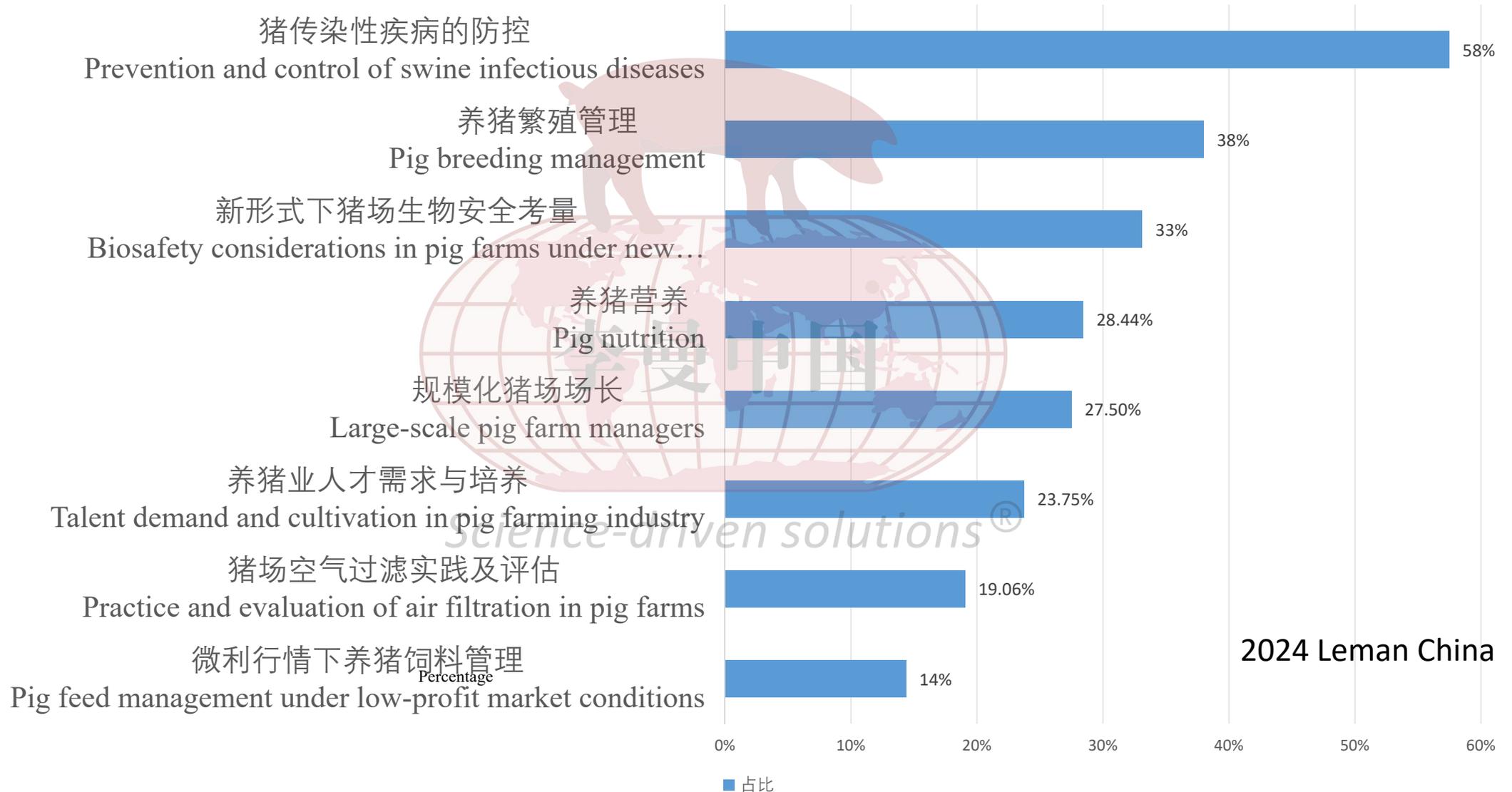
What is your occupation?(Multiple choices)



2024 Leman China

占比

您比较感兴趣的演讲内容？（多选） What contents are you interested in? (Multiple choices)



The Gap

- Outdated training vs. modern production needs.
教育培训内容与现代生产脱节。
- Limited practical and cross-disciplinary exposure.
缺乏实践与跨学科经验。
- Weak collaboration between education and industry.
高校与企业合作不足。
- Low attractiveness to young professionals.
对年轻人吸引力不够。
- Academic and professional training
学术与职业培养



Responsibilities of Chief Veterinarian

执行兽医的职责

- 主要职能领域：生物安全、健康、诊断、动物福利、食品安全、资源利用
- 主要职责：
- 直接负责养猪健康的相关决策（疫苗、用药购买等）和体系的建立
- 对内部流程控制和对外交流的切合实际的管理
- 直接负责兽医生产研究和预算

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Responsibilities of Chief Veterinarian

执行兽医的职责

- Production program management, like Biosecurity
对生产上项目的管理如生物安全、蓝耳病控制等
- Providing support to breeding (impact whole production system)
对种猪生产提供支持（影响整个生产系统）
- Roles of communication and leadership in whole production system
在整个生产体系中的沟通和领导作用
- Role for bridging the production veterinarian, information exchange, team building, and project coordination
在生产兽医之间起桥梁作用，催进信息交流、团队建立、项目协调
- Responsible for biosecurity audit
负责生物安全审计

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Evaluation Criteria 评审标准

- **Step 1:** Academic Credentials (1,000) 学术水平
- **Step 2:** Non-Academic Measures: 非学术衡量
Background and Experience 背景和经验
- **Step 3:** Interview (300) 面试
- **Step 4:** Offer of Admission (100) 接收®

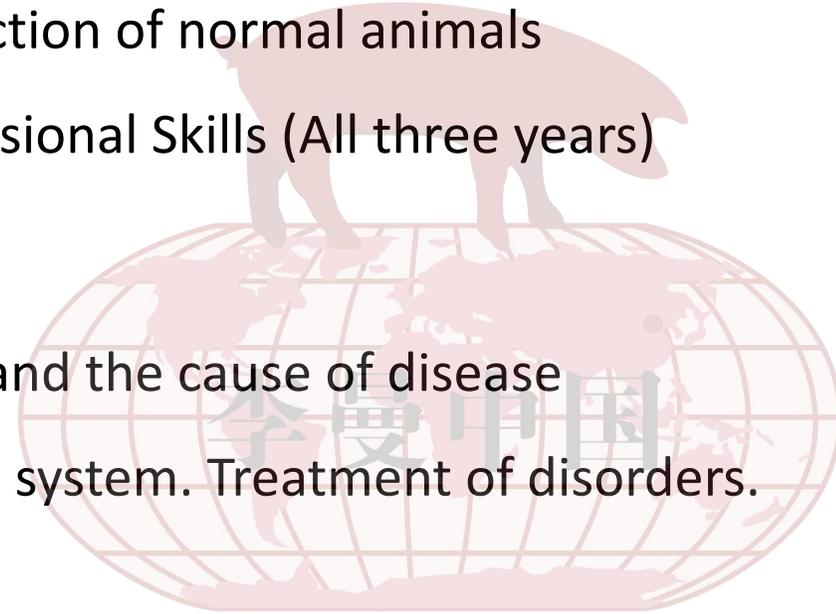
UMN #s in a typical year



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Education: Years 1-3

- Year 1
 - Structure and function of normal animals
 - Clinical and Professional Skills (All three years)
- Year 2
 - Infectious agents and the cause of disease
 - Disorders of organ system. Treatment of disorders.
- Year 3
 - Organ system disorders
 - Advance elective courses



Doctor of Veterinary Medicine

- Year 4
 - 13 months of clinical rotations determined by track and include required (determined by track), elective, externships
- 5-track options
 - Companion Animal Medicine 宠物
 - Food Animal Medicine 食品动物
 - Equine 马
 - Mixed Animal 多种
 - Industry, Research, Public Health 企业, 科研, 公共健康



Evaluation Criteria: Non-Academic Measures

评估标准：非学术指标

- Knowledge of the veterinary profession 兽医知识
- Animal related experience 和动物打交道经验
- Professional goals 职业目标
- Leadership experience 领导能力
- Community involvement 社区服务
- Maturity and reliability 成熟可靠
- Personal statement 个人陈述
- Evaluations 评估



研究结果证明 Researches have approved

- 非学术能力对兽医成功的重要性，包括性格、能力、兴趣、价值取向 The importance of non-academic ability to veterinary success, including personality, ability, interests, and value orientation
- 非学术能力很难在短暂的兽医学习期间获得 Non-academic abilities are difficult to acquire during short veterinary studies
- 参与研究人员认为不具有某种非学术能力的兽医学生可能不足以胜任兽医职业 Veterinary students who do not have some kind of non-academic ability may not be qualified for a veterinary career in the opinion of participating researchers



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The New Skills Landscape

行业需要的新型人才

- Scientific & Technical: genetics, nutrition, health.
科学与技术类：遗传育种、营养与健康。
- Digital & Data: automation, precision farming, AI analytics.
数字与数据类：自动化、精准养殖、人工智能分析。
- Management & Business: supply chain, sustainability.
管理与商业类：供应链与可持续发展。
- Marketing & Consumer Insight: building trust and brand value.
市场与消费者类：品牌建设与消费信任。
- Cross-discipline *Science-driven solutions*®
跨界人才



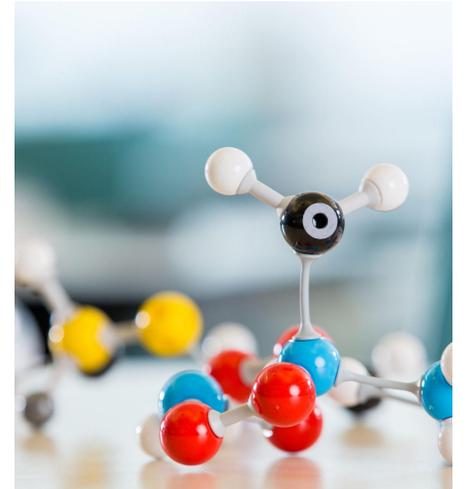
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Reimagining Education

重新定义教育体系

- Integrate animal science, data, and business training.
融合动物科学、数据分析与商业管理。
- Develop university–industry joint curricula.
推动校企合作课程体系。(双向需求)
- Use simulation and training farms for hands-on learning.
利用模拟与实训基地进行实践教学。
- Link research outcomes directly to practice.
科研成果与生产实践相结合。



Industry-Led Training

产业主导的培训体系

- Establish training farms and applied research centers.
建立培训猪场与应用研究中心。
- Create career ladders and certification systems.
打造职业晋升与认证体系。(劳力-人才)
- Encourage continuous professional learning.
鼓励持续学习与职业培训。
- Promote mentorship and experience-sharing.
推广导师制与经验分享。



Attracting the Next Generation

吸引新一代人才

- Highlight technology and innovation stories.
突出行业科技与创新形象。
- Promote young success cases in the pork industry.
宣传青年从业者成功案例。
- Offer scholarships and international exchanges.
提供奖学金与国际交流机会。
- Change perception through communication and branding.
通过传播与品牌重塑行业形象。



Building the Next Generation of Talent for the Pork Industry 建设猪业未来的人才体系

- Industry: define needs, fund programs, open farms for training.
企业：明确需求，支持项目，开放培训基地。
- Universities: modernize curricula, link research with practice.
高校：更新课程，推动科研与实践结合。
- Government: support through policies and incentives.
政府：制定激励政策，支持人才培养。
- Associations: promote careers and organize platforms.
协会：搭建平台，推广职业发展。
- Offer scholarships and international exchanges.
提供奖学金与国际交流机会。



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自我管理 Self Management

- Interest and Passion 兴趣和热情
- Knowledge practitioner not collector 知识的践行者而不是收集者
- Professional and skill development (goals and tasks) 职业和技能发展 (目标和 任务)
- Manage your time 管理好时间
- Manage your personal life (emotion and stress) 管理好个人 (情绪和压力)
- Teach how to ask questions (they don't know what they don't know) 学会问问题
- Say what you do and do what you said 说到做到

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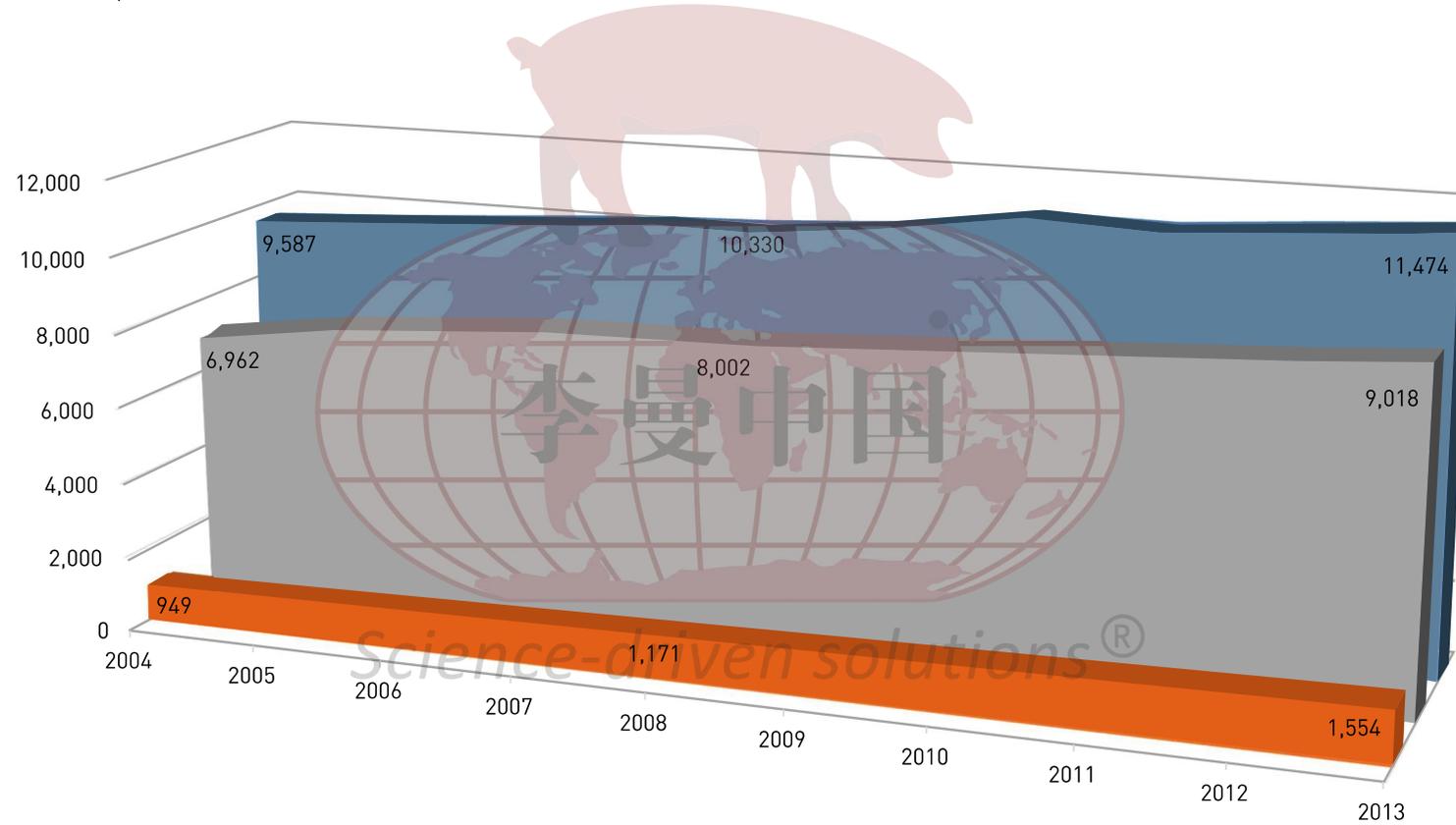
Total Enrollment at the US Colleges of Veterinary Medicine

Shown with Enrolled Women and Historically Underrepresented Students

AAVMC Internal Reports

2004-2013

■ Underrepresented Students ■ Women Students ■ Total Enrollment



1970 -90% males

1986 – 50% females

Today – 80% females

沟通的能力/ 技能

Communication Skills

Presentation,
public speech

Business writing,
research paper,
proposal

Selling

Negotiation / win-
win

Influencing

Teamwork

Cross-
culture/personality

Compassion

Trust

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Get to the points

Confidence