

**AAVMC Deans Conference  
Advance Survey Feedback Summary**

*Number of schools responding: 20*

***Leadership Development***

**What, if any, leadership development opportunities are available for faculty and staff at your institution?**

Responses include:

- Advanced degree programs
- Teaching development seminars
- University-level career development workshops
- University continuing education programs
- One-on-one mentoring
- Penn Executive Veterinary Leadership Program from Wharton
- National meetings/workshops
- Executive coaches
- 360 feedback

**Do your faculty and staff take advantage of these opportunities?**

Fifteen schools responded “yes.” Four responded “some” or “mostly.”

**Do your faculty and staff take advantage of leadership development opportunities offered outside of your institution? If so, which ones?**

All responded affirmatively. Opportunities named include:

- AVMA Veterinary Leadership Experience
- AAVMC Leadership Academy
- Discipline specific programs
- Personal coaching
- Harvard Institutes for Higher Education
- CASE conferences
- Center for Creative Leadership
- Niagara Leadership Institute.

**What are your leadership development program goals?**

Two schools indicated that they do not have defined goals. Other responses include:

- “To establish a shared vision and become more strategic in planning, decision making, and resource allocation”
- “Develop emerging leaders, foster a culture of leadership, exchange best practices in leadership, provide new leaders for transitions”
- “Engagement”
- “Empower junior faculty, develop a leadership pipeline, improve college climate”
- “Our core values: Transparency, Accountability, Team work, and Collaboration”
- “Create new leaders for the profession”
- “Increase influence of veterinarians in public policy locally, nationally, globally”
- “We have a wide array of opportunities in the school focused on advancing our teaching, research and clinical mission”

- “Succession planning and improved performance”
- “To help inform others of administrative activities and how they can be a part of creating the future in the college”
- “Team building”
- “To have as many faculty as possible to participate in leadership training programs”
- “Career development leading to key leadership positions in academia as well as the profession”

***Do you assess advancement toward your leadership development program goals? If yes, how do you assess advancement?***

More than half of the respondents answered negatively. Other responses include:

- Faculty reports/performance metrics
- Overall college performance metrics
- Promotion/success of participants
- Student success