

Improving Skills, Knowledge, Aptitudes, and Attitudes (SKAs): Project Update

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Background – KPMG (Mega) Study, 1999

- Economic health of the profession is not good
- Incomes: lagging and compounding debt load
- Creating demand: unprecedented and unmet
- Inefficiency of healthcare delivery system
- Skills, knowledge, aptitude, and attitude (SKAs)

Scientific, technological, and clinical skills and knowledge are necessary but not sufficient to produce successful veterinarians.

Also need:

Business expertise, interpersonal and communication skills, teamwork, cultural sensitivity, leadership

Background – NCVEI

- Established in 2000 to follow-up on findings of the Mega Study.
- Funded by AVMA, AAHA, AAVMC, and corporate sponsors.

SKA Projects

- Core competencies for success in veterinary medicine (PDI Study)
- Careers in veterinary medicine -- beliefs and values of potential applicants
- Model curriculum for non-technical SKAs
- The veterinary teaching hospital business model
- Leadership needs in veterinary medicine

(note funding)

SKA Results – PDI Study

- Success in veterinary medicine defined
 - Personal fulfillment
 - Helping others
 - Balanced goals
 - Gaining respect
 - Growth
 - Financial
- Core competencies identified
 - Interpersonal
 - Self management
 - Communication
 - Leadership
 - Business management
 - Thinking
- National dialogue at 2002 Nine States Meeting
- Published at UMn (final report), in JAVMA (executive summary), and in JVME (proceedings)

SKA Results – Applicant Pool

- Applicants don't have an accurate picture of careers in veterinary medicine
- Admissions processes may be adversely affecting the non-technical SKAs
- National dialogue at 2003 Nine States Meeting
- Published at MSU (final report), in JAVMA (executive summary), in JVME (proceedings), and at www.ncvei.org

SKA Results – Model Curriculum

- Recommended topics identified
 - *What to teach*
- Numerous approaches to implementation
 - *How to teach*
- National dialogue at 2003 AVMA Meeting
- Published in JVME and at www.ncvei.org

SKA Results – VTH Business Model

- Future of the VTH is uncertain
 - Maintaining caseloads, faculty, and financial viability
- Strategic issues and recommendations
- Operational issues and recommendations
- National dialogue
 - 2003 Nine States Meeting
 - 2004 AVMA Meeting
- Published at MSU (final report), in JVME (proceedings), JAVMA (forthcoming), and at www.ncvei.org

SKA Results – Veterinary Leadership

- Leadership in veterinary medicine is critical at this point in our history
 - Unprecedented change in across the profession
- National Veterinary Leadership Institute
 - Personal growth
 - Future thinking
 - Team building
 - Communications
 - Developing others
- National dialogue at 2003 Nine States Meeting
- Published in JVME (proceedings) and JAVMA (forthcoming)

SKA Changes Across Academia

- Electronic survey in summer 2003
- In all, 22 schools provided details on changes in:
 - Admissions
 - Curriculum
 - VTH
 - Orientation
 - Co-curricular
 - Other
- Published in JAVMA

SKAs Today

- Pre-proposals and full proposals prepared
- Currently seeking funding
 - AAVMC, AVMA, AAHA, industry

SKA Proposals Pending

- Engaging Academia
- Evaluating Admissions Processes
- Realistic Job Previews (RJPs)
- Model Curriculum Outcomes Assessment
- Implementation of the VTH Business Model
- National Veterinary Leadership Institute

Next Steps

- Momentum from work-to-date
 - Sabbatical funded by Banfield Foundation
- Additional work will hinge on further funding