



Association of American  
Veterinary Medical Colleges

# STRATEGIC ALIGNMENT

## ANNUAL REPORT 2019





»» Value-based leadership  
from our board, staff and  
volunteers infused our  
programs and initiatives  
with vision and energy.  
Authentic engagement with  
our stakeholders helped us  
remain in sync with their  
needs and expectations.

## »» 2018-2019 AAVMC BOARD OF DIRECTORS

*Note: Board of Directors listing reflects roster prior to March 8, 2019 Assembly Meeting*

### **PRESIDENT**

**Dr. Calvin M. Johnson**

Dean, College of Veterinary Medicine  
Auburn University

### **PRESIDENT-ELECT**

**Dr. Michael Lairmore**

Dean, School of Veterinary Medicine  
University of California-Davis

### **PAST-PRESIDENT**

**Dr. Phillip D. Nelson**

Dean, College of Veterinary Medicine  
Western University of Health Sciences

### **SECRETARY**

**Dr. Paul Lunn**

Dean, College of Veterinary Medicine  
North Carolina State University

### **TREASURER**

**Dr. Mark D. Markel**

Dean, School of Veterinary Medicine  
University of Wisconsin-Madison

### **AT-LARGE DIRECTOR, REGION I (U.S.)**

**Dr. Susan Tornquist**

Dean, College of Veterinary Medicine  
Oregon State University

### **AT-LARGE DIRECTOR, REGION II (CANADA)**

**Dr. Greg Keefe**

Dean, Atlantic Veterinary College  
University of Prince Edward Island

### **AT-LARGE DIRECTOR, REGION III (AUSTRALIA, NEW ZEALAND, AND ASIA)**

**Dr. Nigel Perkins**

Head, School of Veterinary Science  
University of Queensland

### **AT-LARGE DIRECTOR, REGION IV (EUROPE, MEXICO, AND THE CARIBBEAN)**

**Dr. Ewan Cameron**

Head, School of Veterinary Medicine  
University of Glasgow

### **AT-LARGE DIRECTOR REPRESENTING DEPARTMENTS OF VETERINARY SCIENCE**

**Dr. David Horohov**

Gluck Equine Research Center  
Director and Department Head  
University of Kentucky

### **AT-LARGE DIRECTOR REPRESENTING DEPARTMENTS OF COMPARATIVE MEDICINE**

**Dr. Tiffany Whitcomb**

Director, Laboratory Animal  
Medicine Training Program  
Penn State University College  
of Veterinary Medicine

### **LIAISON REPRESENTING APLU (NON-VOTING)**

**Dr. Bryan Slinker**

Dean, College of Veterinary Medicine  
Washington State University

### **LIAISON REPRESENTING AAVC (NON-VOTING)**

**Dr. Roger Fingland**

Executive Associate Dean  
College of Veterinary Medicine  
The Ohio State University

### **LIAISON REPRESENTING SAVMA (NON-VOTING)**

**Ms. Chelsea Folmar**

Texas A&M University

### **CHIEF EXECUTIVE OFFICER (NON-VOTING)**

**Dr. Andrew T. Maccabe**

Chief Executive Officer  
AAVMC



## »» ASSESS, ADAPT, PLAN, EXECUTE: RINSE AND REPEAT

*History is replete with the names of companies that once ruled their industry but are no more. Names like Kodak and Blockbuster are two that come to mind. In most cases, these companies were well-positioned to take advantage of changing times but failed to do so.*

Sometimes the satisfaction of short-term success can lead to a failure to adapt. The illusion of success as status quo becomes imbedded in organizational culture, until it's too late. At the AAVMC, we're determined to keep that from happening.

We understand the need to adapt. We are constantly assessing and evaluating our operating environment, seeking and absorbing input from some of the most innovative and visionary minds in academic veterinary medicine and beyond.

Periodically, we need to do this in a more formal way. With that in mind, we embarked upon a new strategic planning exercise during 2019. With broad engagement from our leaders and volunteers, we're examining changes in education, medicine, technology and culture. We're asking key questions about how they are shaping the future of academic veterinary medicine. And we're mapping pathways for success in the years to come.

I hope you enjoy this summary of what success looked like for AAVMC in 2019. With the support of our network of engaged and forward-thinking members, even more achievements are on the horizon.



**Andrew T. Maccabe, DVM, MPH, JD**  
Chief Executive Officer

## »» WORKING TOGETHER TO CREATE THE FUTURE OF VETERINARY MEDICINE

*It has been an honor to serve as president of the AAVMC. I have had the privilege of working with many distinguished colleagues on the board, educational leaders who dedicate their time, expertise and wisdom to the AAVMC. I've worked closely with our talented professional staff and many dedicated volunteers, and collectively we are all making a difference.*

We all bring diverse experiences, viewpoints and areas of expertise to our work with the AAVMC. But we all share this: a devotion to academic veterinary medicine and its ability to create a better world for all. Working together, we are surveying the landscape, developing strategies, building consensus and achieving results as we pursue an ambitious vision for the future. Our association tackles the big issues in veterinary medical education – from recruitment and research to pedagogy and student debt, just to name a few – with a strategy that encourages teamwork, problem-solving and organizational excellence.

We are united in the pursuit of a common goal—the health and vitality of academic veterinary medicine as it addresses a noble mission: preparing new generations of veterinarians, advancing the frontiers of science, and providing excellence in clinical and diagnostic services.

A healthy society needs a strong and vital profession of veterinary medicine. I am more convinced than ever that all of us, working together, are ensuring that veterinary medical education is a leader in that effort. I'm grateful to be a part of it, and sincerely appreciate the opportunity you have given me to serve.



**Dr. Calvin Johnson**  
AAVMC President

# »»» 2018-2019 PROGRAM HIGHLIGHTS

## Strategic Planning Exercise Underway

*A new strategic planning process is underway that will guide AAVMC programs and operations over the next three to five years.*

The year-long project is engaging the board of directors, staff members and volunteers in a series of exercises designed to assess the operating environment for academic veterinary medicine and chart a pathway for the strategic success of the organization.

Board members, staff and volunteers are focusing on seven general areas as part of the process. These include:

- Advocacy and communication
- Cost of education
- Changing educational model (delivery of education)
- Wellbeing and mental health
- Quality and quantity of the applicant pool
- Faculty recruitment and leadership development
- Research and scholarship

The plan is expected to be completed by early 2020.

## DiVersity Matters! Program Earns Prestigious National Honor

*The AAVMC's "DiVersity Matters! Program" earned a 2019 National Silver Award from the American Society of Association Executives' (ASAE) annual "Power of A" Awards competition.*

The ASAE includes 44,000 members and 7,400 individual member organizations. Their awards program recognizes and celebrates the contributions associations make to society.

The AAVMC launched DiVersity Matters in 2005.

"We are passionate about this work and it's gratifying to earn this recognition, which also honors the work being accomplished by countless volunteers at our member institutions," said AAVMC CEO Dr. Andrew T. Maccabe.

## Diversity & Inclusion Initiatives

*Three AAVMC member institutions were recognized with Higher Education Excellence in Diversity (HEED) Awards this year.*

The award recognizes excellence in programs designed to create greater diversity and inclusion on campus. They included Michigan State University, Texas A&M University and The Ohio State University.

We provided funding that effectively doubles member institution faculty and staff participation in the Purdue University Center of Excellence for Diversity and Inclusion in Veterinary Medicine certificate program.

Among many successful programs, our innovative "Diversity and Inclusion on Air" webcast program, produced by Senior Director of Institutional Research and Diversity Dr. Lisa Greenhill, continued to build audience and momentum.

»»» *Our DiVersity Matters program won a national award for excellence from the 44,000-member American Society of Association Executives (ASAE).*







## Wellbeing in the Veterinary Profession and the Academy

*Wellbeing among students, faculty and staff working and studying at our member institutions continued to be a major focus. We are building resources, raising awareness, and affecting lives.*

The Veterinary Mental Health Professionals (VMHP), which became a part of the AAVMC in 2017, continued its vital work on campus.

We also continued our collaborations with the AVMA and Zoetis on national symposia and other programs that unite mental health and wellness professionals with veterinary medical educators, leaders, students and practitioners.

## Welcomed New Members and Affiliates

*The Seoul National University in South Korea became the 50th member institution of the AAVMC. And we welcomed four new international colleges of veterinary medicine as Provisional Members.*

- Bahauddin Zakariya University, Faculty of Veterinary Sciences, Multan, Pakistan
- Jordan University of Science and Technology, Faculty of Veterinary Medicine, Irbid, Jordan

- University of Veterinary and Pharmaceutical Sciences Brno, Czech Republic
- Unidad Académica de Medicina Veterinaria y Zootecnia, Universidad Autónoma de Zacatecas, México

That brings the total number of AAVMC membership organizations to 79; 50 are fully accredited members and 29 are provisional and affiliate member institutions.

## Restructured Affiliate Membership Category

*We made some changes regarding the structure of our Affiliate Membership category to separate the non-accredited schools into those who are seeking COE accreditation and those who are not.*

- Affiliate Member — continues to include departments of comparative medicine and departments of veterinary science
- Provisional Member — colleges and schools outside the U.S. and Canada seeking to qualify for COE accreditation
- Collaborative Member — colleges and schools outside the U.S. and Canada that are not seeking COE accreditation

## Competency Based Veterinary Education Program

*Progress continued with the roll-out of the AAVMC's Competency-Based Veterinary Education (CBVE) Program. Following the introduction of the CBVE Framework and Core Entrustable Professional Activities (EPAs) components in early 2018, the CBVE Working Group published the Milestones component in June 2019.*

The new component enables educators to "operationalize" the CBVE taxonomy and classify where students are as they progress along a continuum of professional skill levels and core competencies.

Group leaders worked with many institutions and made numerous presentations at domestic and international meetings in academic veterinary medicine.



# »» 2018-2019 PROGRAM HIGHLIGHTS

## Admissions & Recruitment: Another Year of Rising Demand

*Demand for seats among our member institutions remained strong. 8,152 individuals applied through VMCAS this cycle, an increase of 7% over last year.*

Each applicant applied to about five institutions, which resulted in 40,522 applications, about 10% higher than last year.

Improvements continued with the VMCAS system, including the introduction of a powerful new analytics package which provides admissions officers with rich new insights and comparative data.

## AAVMC's Admissions and Recruitment Committee (ARC) Reorganized

*The Admissions and Recruitment Committee (ARC) was reorganized to include an ARC Strategic Group, an Operations Working Group, and an Outreach & Recruitment Working Group.*

The reorganization was undertaken to better focus the ARC's operations, projects and initiatives.

## Developing a New Generation of Leaders

*We continued efforts to develop new generations of leaders in academic veterinary medicine through the AAVMC Leadership Academy, which is sponsored by Elanco.*

Launched in 2012 to cultivate excellent leadership in academic veterinary medicine, the academy has operated continuously with a cohort of 30 to 40 "rising stars" who attend a series of multi-day conferences around the country as part of the program.



MEMBERS OF THE CIVME COUNCIL MET AT THE UNIVERSITY OF UTRECHT IN OCTOBER 2018.

We also examined strategies for further enhancing the program.

## Tackling the Veterinary Debt Issue

*Educational debt that averages \$169,046 for the 80% who graduate with debt remains a substantial problem for the profession.*

But we continued our efforts to do something about it through our partnership with the AVMA and the Veterinary Medical Association Executives (VMAE) on the Veterinary Debt Initiative (VDI).

VDI's goal is to help all veterinarians thrive in rewarding and financially sustainable careers. VDI is addressing this goal through education, advocacy, research and outreach.

We also established the new AAVMC Award for Fundraising Excellence in Student Scholarships to encourage and recognize excellence in scholarship fundraising among our members.

Right now, about 47.7% of our students are sharing \$35,269,054 in scholarship support. We want that to increase.

## Maccabe Serving as President of Major Health Professions Education Society

*CEO Andrew T. Maccabe began a two-year term as president of the Federation of Associations of Schools of the Health Professions (FASHP).*

Founded in Washington, DC in 1968 and including 14 associations that represent all major health professions, FASHP unifies and leverages the strengths of schools in the health professions.

The group was created by Dr. Willis W. Armistead, a former two-time AAVMC president and AVMA president who served as dean at Michigan State, Texas A&M and University of Tennessee colleges of veterinary medicine.

## International Outreach and Engagement Continues

*Our global efforts to advance academic veterinary medicine continued. The Council on International Veterinary Medical Education (CIVME), established in 2016, continued its work.*

They funded three research proposals from 27 submitted representing more

»» Collaboration, communication and consensus helped shape the decisions that are forging the future of academic veterinary medicine.

than 40 institutions. They also published a newsletter and met at the University of Utrecht in late October.

We continued our outreach with international institutions, including both potential and existing members and affiliates.

## The AAVMC: A Global Voice for Academic Veterinary Medicine

*CEO Andrew T. Maccabe made a series of presentations at institutions around the world. He presented a keynote address at the 17th Asian Association of Veterinary Schools (AAVS) at the University of Tokyo.*

In March, he spent a week meeting with educators and touring veterinary medical institutions at the University of Veterinary and Animal Sciences in Lahore, and Riphah International University College of Veterinary Sciences (RcVets, Lahore), both in Pakistan. He also visited and spoke at the United Arab Emirates University in Al Ain.

In May, he made presentations and participated in commemorative ceremonies at Seoul National University in South Korea.

## Antimicrobial Resistance Initiative

*Progress continues with the National Institute of Antimicrobial Resistance Research and Education (NIAMRRE) at Iowa State University, which was established by the AAVMC and the Association of Public and Land-Grant Universities (APLU).*

AAVMC personnel helped arrange meetings with the National Institute of Food and Agriculture (NIFA) and Animal Health Institute (AHI). They also participated in a major developmental

meeting held in Ames, Iowa in May 2019 to build understanding and consensus for NIAMRRE's mission, vision, strategy, goals, structure, and membership.

## Increased Emphasis on Institutional Advancement

*Recognizing the essential role that institutional advancement plays in the success of our member institutions, the AAVMC welcomed the Association of Veterinary Advancement Professionals (AVAP) as a component organization.*

Established in 1998, AVAP includes about 300 fundraising, communication and alumni relations professionals working in academic veterinary medicine.

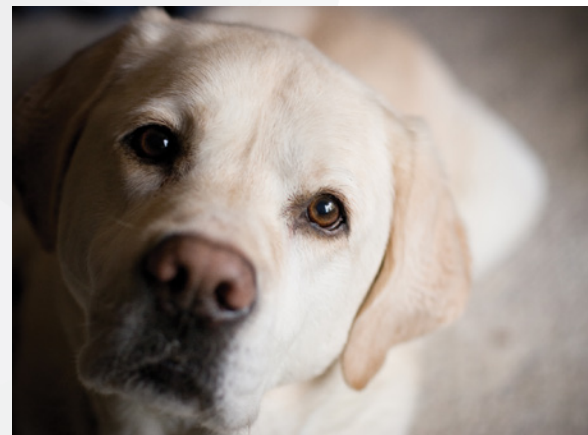
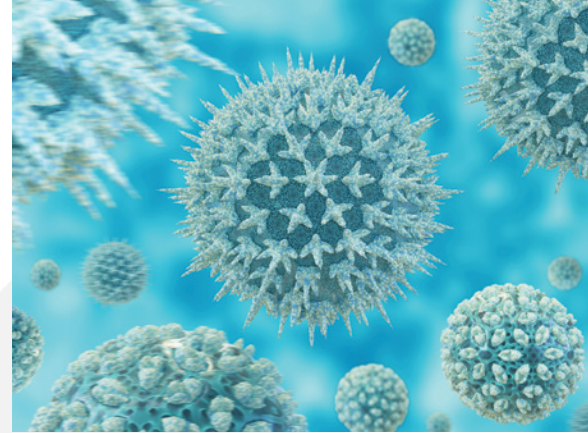
Our new AAVMC Award for Fundraising Excellence in Student Scholarships Award was presented to The Ohio State University and the 6th annual AAVMC Excellence in Communication Award was earned by Kansas State University.

## Hired Director of Strategic Initiatives

*The AAVMC established a new Director of Strategic Initiatives position and hired Vanessa Mariani, a respected animal health executive with broad experience in international marketing and strategic development, to fill it.*

Mariani worked closely with AAVMC member institutions during former positions she held with several multinational corporations.

Her portfolio includes fundraising and development, leadership, academic affairs and other areas.



## Look for Changes in our Annual Meeting

*Organizing meetings and conferences and getting the right people in the room remains one of our core functions and we're committed to doing it as well as it can be done.*

We retained a respected meeting and conference consulting firm and examined ways to make our annual conference a more high-impact and meaningful experience for registrants.

Exciting changes are planned for March 2020 and beyond.



## »»» AAVMC ANNUAL CONFERENCE FOCUSED ON THE SCIENCE OF EFFECTIVE TEAMS

*A record 389 educators registered for the AAVMC's 2019 Annual Conference and Iverson Bell Symposium in Washington, DC March 8-10. Themed "The Science of Building Effective Teams," the meeting focused on strategies for building diverse and inclusive teams in work environments.*

»»» *To remain in strategic alignment with the needs and expectations of our stakeholders, we are sensing, interpreting and adapting to changes in our operating environment.*

Registrants from all over the world explored the subject through dozens of expert presentations, workshops and other gatherings. They heard from colleagues at other AAVMC institutions that have pioneered effective strategies and programs. They also heard from respected experts like social scientist and author Dr. Scott E. Page, NIH scientist Dr. Kara L. Hall and Inside Higher Ed Editor Scott Jascik.

During the two days prior to the annual conference, the AAVMC held numerous meetings for the Board of Directors, major committees like Academic

Affairs, Research, and Admissions and Recruitment and others.

On Advocacy Day, 84 educators representing 27 states and all AAVMC U.S. based institutions visited with 107 offices in the House of Representatives and 58 offices in the U.S. Senate, where they met with staffers and 33 different Members.

The Veterinary Medical Career Fair attracted an estimated 300 prospective veterinary medical students and guests who met with representatives from about 25 schools to learn more about careers in veterinary medicine.





## »» HONORING PROFESSIONAL EXCELLENCE

*The AAVMC honored five outstanding professionals through an awards program that recognizes professional excellence, achievement and service in academic veterinary medicine.*



### **2019 Senator John Melcher, DVM Leadership in Public Policy Award**

*Dr. Gerald W. Parker*

Dr. Gerald W. Parker, Jr. from the Texas A&M University College of Veterinary Medicine and Biomedical

Sciences was awarded the 2019 Senator John Melcher, DVM Leadership in Public Policy Award.

The award recognizes leadership in public policy that advances veterinary medical education and success in advocating for veterinary medical education on a national or international scale.

Dr. Parker is Texas A&M's campus Director for Global One Health and Associate Dean for Global One Health at the veterinary college. He holds a joint appointment at the Bush School of Government Service as Director of the Pandemic and Biosecurity Policy Program within the Scowcroft Institute for International Affairs.

Dr. Parker has had a long and distinguished career of service to veterinary medicine, the U.S. military, and the U.S. government.

He is a former Commander and Deputy Commander, U.S. Army Medical Research Institute of Infectious Diseases and held senior executive level positions at the Department of Homeland Security, the Department of Health and Human Services (HHS) and the Department of Defense (DOD), including service as the Principal Deputy Assistant Secretary for Preparedness and Response at HHS, and Deputy Assistant Secretary of Defense for Chemical and Biological Defense at DOD.

He earned his BS and DVM degrees from Texas A&M University, his MS degree from the Industrial College of Armed Forces and his PhD from the Baylor College of Medicine.



### **2018 AAVMC Distinguished Teacher Award, presented by Zoetis**

*Dr. Gayle B. Brown*

Dr. Gayle B. Brown, senior lecturer at the Iowa State University College of Veterinary Medicine, received the 2018

AAVMC Distinguished Teacher Award, presented by Zoetis. The award is considered one of the most prestigious teaching awards in international academic veterinary medicine.

Dr. Brown teaches classes that include immunology, emerging and exotic diseases of animals, and microbiology laboratory. She has been a veterinary specialist at Iowa State's Center for Food Security and Public Health since 2002, where she works on the Exotic Diseases of Animals/Initial Accreditation Training (EEDA/IAT) course. That course is used in some form by all veterinary medical colleges in the United States.

At Iowa State, Brown engages students using practical techniques such as discussion groups or the introduction of a "Disease of the Day" to illustrate the basic immunology principles.

Dr. Brown was the ISU CVM basic sciences teacher of the year in 2008, the recipient of the outstanding achievement in teaching award in 2014, ISU CVM Outstanding Academic Advising Award in 2015, and twice (2013 and 2018) named as the ISU CVM recipient of the Zoetis Animal Health Distinguished Veterinary Teacher Award.

She earned her BS degree in biology from the University of Denver, her DVM degree from the University of Illinois and both MS and PhD degrees in immunobiology from Iowa State University.

(OPPOSITE PAGE, CLOCKWISE FROM TOP LEFT) — 1) REGISTRANTS CHAT DURING A CONFERENCE RECEPTION. 2) CEREMONIAL GAVEL EXCHANGE FEATURING DR. MICHAEL LAIRMORE, DEAN OF THE UNIVERSITY OF CALIFORNIA, DAVIS SCHOOL OF VETERINARY MEDICINE AND DR. CALVIN JOHNSON, DEAN OF THE AUBURN UNIVERSITY COLLEGE OF VETERINARY MEDICINE. 3) AAVMC CEO DR. ANDREW T. MACCABE CHATS WITH KEYNOTE SPEAKER DR. SCOTT PAGE. 4) AAVMC LEADERS DR. PHILLIP NELSON, DEAN OF THE WESTERN UNIVERSITY OF HEALTH SCIENCES COLLEGE OF VETERINARY MEDICINE, DR. LAIRMORE, AND DR. JOHNSON TAKE TIME FOR A PHOTO WITH AVMA PRESIDENT DR. JOHN H. DE JONG (SECOND FROM RIGHT).

## »»» HONORING PROFESSIONAL EXCELLENCE



### **2019 AAVMC Excellence in Research Award**

*Dr. Guy Palmer*

Dr. Guy Palmer from the Washington State University (WSU) College of Veterinary Medicine was honored with

the 2019 AAVMC Excellence in Research Award. The award recognizes outstanding research and scholarly achievements in the field of veterinary medicine.

Dr. Palmer is WSU's Regents Professor of Pathology and Infectious Diseases and the Jan and Jack Creighton Endowed Chair in Global Health. His research seeks to reduce the impact of zoonotic diseases on human health, economic development, and food security using a One Health approach.

He is the founding director of WSU's Paul G. Allen School for Global Health (the Allen School) and leads global health programs in Africa and Central America. He directed the National Institutes of Health (NIH) Training Program in Infectious Diseases from 2003-2018 and currently holds a NIH MERIT award for research on pathogen emergence. He holds joint appointments at the University of Nairobi and at the Nelson Mandela African Institution of Science and Technology (NMAIST), where he directs the Bill & Melinda Gates Foundation-supported Integrated PhD Program between WSU and NMAIST.

Dr. Palmer was elected to the National Academy of Medicine in 2006. His service includes the Board on Global Health at the National Academies, the Board of Scientific Counselors, and the U.S. Global Leadership Coalition.

He earned his BS and DVM degrees from Kansas State University and a PhD in infectious diseases from Washington State University.



### **2019 AAVMC Billy E. Hooper Award for Distinguished Service**

*Dr. Elizabeth Strand*

Dr. Elizabeth Strand from the University of Tennessee (UT) College of Veterinary Medicine is the recipient of the 2019

AAVMC Billy E. Hooper Award for Distinguished Service.

The award recognizes an individual whose leadership and vision has made a significant contribution to academic veterinary medicine and the veterinary profession.

Dr. Strand is an associate professor in UT's Department of Biomedical and Diagnostic Sciences. She is a licensed social worker certified in grief recovery, critical incident stress management, mindfulness-based stress reduction, workplace conflict, suicide prevention, and state Supreme Court mediation.

Dr. Strand is the founder of UT's Veterinary Social Work (VSW) program. The program is the first in the United States to define veterinary social work as a sub-specialty.

In recognition of her professional innovation and accomplishments, Dr. Strand was inducted as a Distinguished Scholar and Fellow in the National Academies of Practice and the Social Work Academy in 2014. In 2015, she was named the inaugural "All Creatures Great and Small Endowed Clinical Professor of Veterinary Social Work."

Dr. Strand established the Biennial International VSW Summit in 2008. The summit targets human and animal health and welfare professionals, attracting participants from around the world.

She received her MSSW and PhD in Social Work from the University of Tennessee and a BA in Religion with a concentration in Latin from the University of the South. She is also an ordained, interfaith minister.





## 2019 Iverson Bell Award

### *Dr. Kenita S. Rogers*

Dr. Kenita S. Rogers from the Texas A&M University (TAMU) College of Veterinary Medicine and Biomedical Sciences was awarded the 2019 Iverson Bell Award. The award honors outstanding leadership

and contributions in promoting opportunities for under-represented minorities in veterinary medical education.

Dr. Rogers is the college's Executive Associate Dean and Director of College Inclusion and Diversity. She has infused the school's curriculum with multiple diversity initiatives and provided state and national leadership and support for numerous D&I programs and organizations.

Dr. Rogers is a Diplomate of the American College of Veterinary Internal Medicine in the specialties of internal medicine (1987) and oncology (1990), the author of over 50 articles in refereed journals and 30 book chapters and has presented well over 100 continuing education seminars.

She has won numerous teaching awards, including the Norden Distinguished Teaching Award, the Richard H. Davis Teaching Award, and the College-level Association of Former Students Distinguished Teaching Award (1991, 1997, 2003).

In 2009, Dr. Rogers was named to the Dr. Charles H. and Mildred Kruse Bridges Chair in Veterinary Medical Education, and in 2011, she became Director of Climate and Diversity.

Dr. Rogers earned a BS in Animal and Veterinary Science from West Virginia University and her DVM degree from Louisiana State University. She received her MS degree and joined the faculty at Texas A&M University in 1986.



(TOP TO BOTTOM): 1) UNIVERSITY OF CALIFORNIA, DAVIS SCHOOL OF VETERINARY MEDICINE DEAN DR. MICHAEL LAIRMORE AND COLLEAGUES PLOT THEIR STRATEGY FOR HILL DAY. 2) SOME STUDENTS ATTENDING THE CAREER FAIR EARNED SPECIAL T-SHIRTS TO COMMEMORATE THEIR EXPERIENCE. 3) AAVMC CEO DR. ANDREW T. MACCABE ADDRESSES THE ASSEMBLY WHILE AAVMC LEADERS LOOK ON. 4) ABOUT 300 PROSPECTIVE APPLICANTS MET WITH REPRESENTATIVES OF ABOUT 25 AAVMC MEMBER INSTITUTIONS DURING THE CAREER FAIR.



# »» ANALYZE

*The AAVMC is a values-based, evidence-driven organization. Data gathered by the AAVMC helps member institutions share best practices, improve their performance and plan more effectively. High quality empirical data provides the foundation for AAVMC programming and is an essential tool for an array of external stakeholders as well.*

»» *Using the newest and most powerful tools in data gathering, analysis and presentation, our institutional research programs described the many facets of our operating environment.*

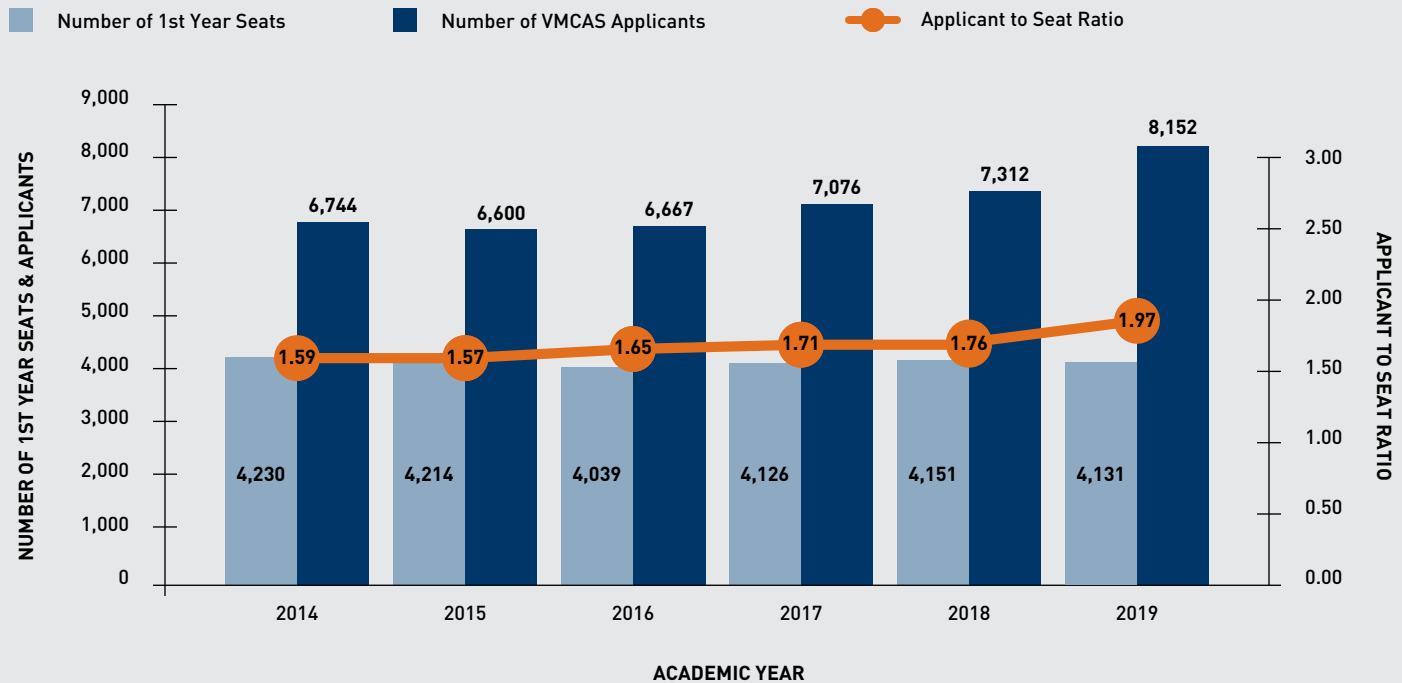
## **Published the AAVMC's 2018-19 Annual Data Report**

- Comprehensive statistical portrait of academic veterinary medicine
- The AAVMC's 30 U.S., five Canadian, and 15 international members are surveyed annually as part of the massive data gathering effort that supports the project
- Includes data on enrollment, diversity, applicants, tuition and debt, personnel, budget, other areas
- Dynamic, interactive software platform enables users to explore and process data based upon specific interests
- Empirical data supports research studies, scholarly examinations, general inquiries and informs the media and the public
- The survey of institutional scholarship awards is now a regular component of the CDR
- International colleges are now included on the survey of research funding sources
- Collecting more detailed race and ethnicity data on academic personnel this year



## »» VMCAS Applicants and First Year Seats

U.S. and International Institutions, AAVMC Internal Reports, 2014–2019



### Introduced Version 3.0 of our Cost Comparison Tool (CCT)

- Web-based interactive program provides detailed information about tuition costs, scholarship resources and financing a veterinary medical education
- Database includes information on all 30 accredited U.S. schools and 12 Canadian and international colleges

### AVMA Economic Summit

- AAVMC Senior Director for Institutional Research and Diversity Dr. Lisa Greenhill shared insights regarding the applicant pool and financial literacy
- Dean Dr. Peter Constable from the University of Illinois College of Veterinary Medicine spoke on issues from perspective of a college dean





## Veterinary School Applicants

### What You Should Know!



8,152

Vet School Applicants to the Class of 2023



4,169

Seats at AAVMC Vet Schools in 2019



1.9

Vet School Applicants for Every Vet School Seat



13%

Applicants identify as Male



1 in 5

Applicants are from Rural Areas



80%

First Time Applicants

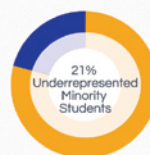
## Veterinary Medical Education

### What You Should Know!



13,323

DVM Students in the U.S. in 2019



3,187

DVM Graduates in the U.S. in 2018

### Student Facts



48%

Receiving College-Based Scholarships



4%

Enrolled in Dual-Degree Programs

### Costs & Debt

\$31,979



Median Tuition for Residents

\$52,613



Median Tuition for Non-Residents

\$169,046



Median Debt for 2018 Indebted Graduates



### First Virtual Admissions Fair Presented

- 922 participants visited with representatives from 28 member institutions
- Admissions personnel hosted video chats, texting Q&A's and discussions, etc.
- Another scheduled for Fall 2019

### Veterinary Futures Commission

- We remain excited about our participation in the Veterinary Futures Commission
- Excellent collection of leaders and thinkers on board
- Report expected to be released in late 2019

### Journal of Veterinary Medical Education (JVME)

- Over 31,000 articles, a new record, were downloaded from Access OnLine
- 190 reviewers provided 392 reviews of manuscripts from June 2018 - May 2019
- Received manuscripts for a theme issue "Inter-Institutional Collaboration in Veterinary Medical Education"
- Received manuscripts for a Special Issue "The OIE Veterinary Educational Twinning Program – Assessments and Outcomes"
- Approved plans to reduce time between acceptance and publication by expanding copy editing capacity and increasing the number of issues from 4 to 6 issues/year, effective January 2020



# »» CATALYZE

*Bringing the best minds in academic veterinary medicine together to focus on issues and initiatives is an historic strength of the AAVMC. Innovation and discovery rising from these collaborations has led to countless advancements in academic veterinary medicine.*

## 2019 AAVMC Annual Conference and Iverson Bell Symposium

- Record high registration of almost 400 educators from around the world
- Focused on strategies for building diverse and inclusive teams
- Advocacy Day: 84 educators representing 27 states and all AAVMC U.S. based institutions participated
- Veterinary Medical Career Fair: About 300 prospective veterinary medical students and guests met with about 25 schools to learn more about careers in veterinary medicine

## Presented 2019 Deans Leadership Conference in Naples in January

- Opportunity for deans to consider and address issues, opportunities and challenges shaping the future of academic veterinary medicine
- Featured presentations on leadership communication and the digital future, as well as an Industry Leadership Panel with CEOs from the animal health industry

## »» ORGANIZATIONAL INITIATIVES & ENGAGEMENTS

*The AAVMC is proud to provide administrative and other support for the following constituent organizations that are either part of or officially related to the AAVMC.*

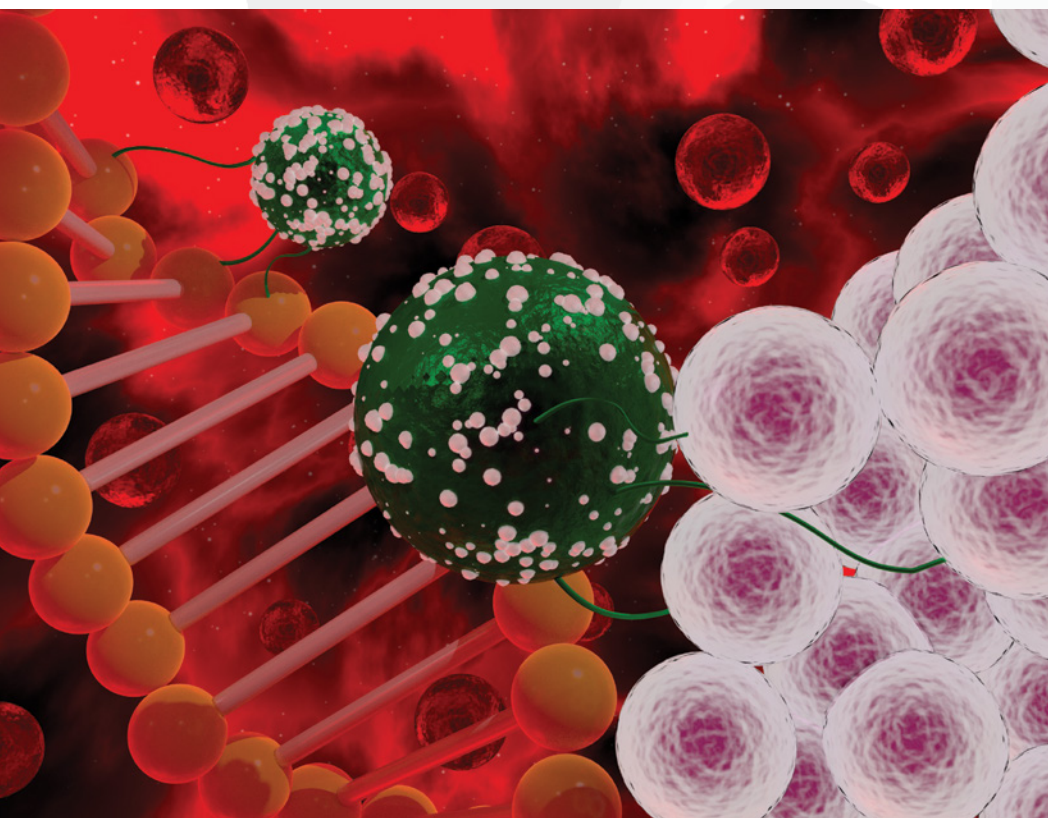
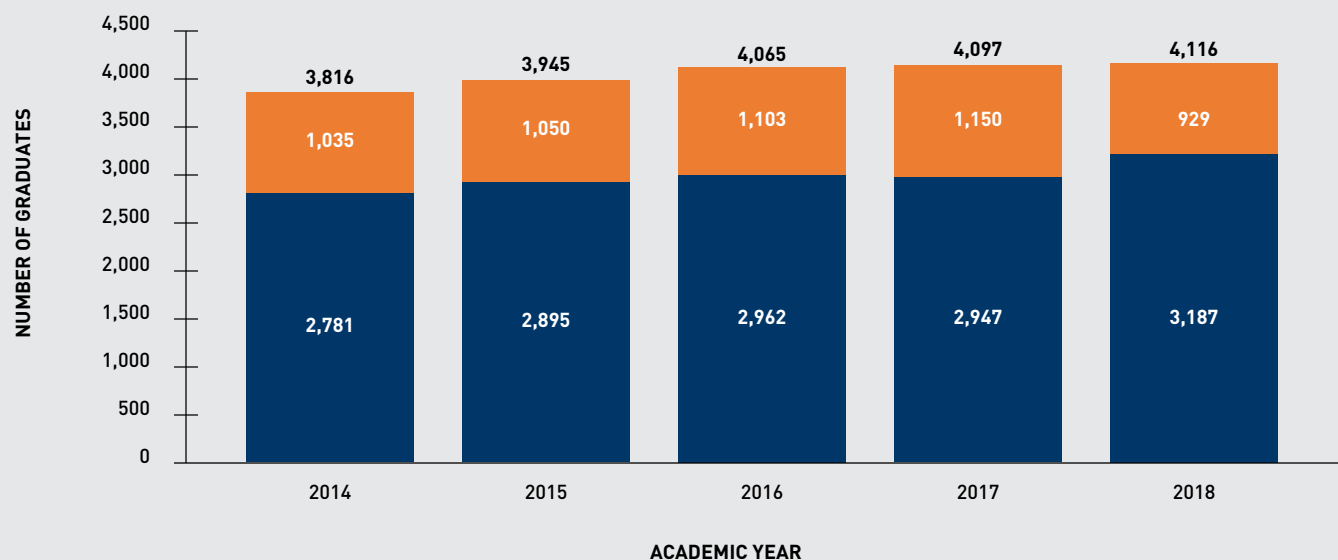
- Association of Veterinary Advancement Professionals (AVAP)
- Clinical and Translational Science Award One Health Alliance (COHA)
- Consortium of Northeastern Colleges of Veterinary Medicine
- Consortium of Western Regional Colleges of Veterinary Medicine
- National Veterinary Scholars Symposium Program (NVSS)
- Primary Care Veterinary Educators (PCVE)
- Veterinary Career Advisor Network (VETCAN)
- Veterinary Educator Collaborative (VEC)
- Veterinary Mental Health Professionals (VMHP)
- Veterinary Students as One in Culture and Ethnicity (VOICE)



## »»» Total Number of U.S. Citizen Graduates United States & International Colleges of Veterinary Medicine

AAVMC Internal Reports, 2014–2018

■ U.S. Colleges    ■ International Colleges



### AAVMC Summer Meeting held in Conjunction with AVMA in Denver

- Topics included licensing issue within professions, COE Updates, Merck's Wellbeing Study, Residency Program Registration Fees, Telehealth, Farm Bill and Advocacy

### First-ever Joint Meeting of the Primary Care Veterinary Educators (PCVE) and the Veterinary Educator Collaborative (VEC)

- 44 of the AAVMC's 49 member CVMs from around the world represented at Cornell meeting
- Themed "Laying the Building Blocks for a Lifetime of Clinical Excellence"
- Focused on how to help students transition from their role as students to practitioners





»» We continued to gather the right people in the room, creating opportunities for inspiration, innovation and development.



### National Veterinary Scholars Symposium (NVSS)

- Almost 700 attendees, including more than 550 students, gathered in August 2018 at Texas A&M University (TAMU)
- Support from Boehringer Ingelheim and NIH
- Encourages and showcases veterinary medical student research
- Inspires consideration of research careers

### CDC Day Held in Atlanta in January

- AAVMC is a major sponsor
- More than 300 veterinary students and faculty attended
- Theme: “The League of Extraordinary Veterinarians”

- Seeks to build student and faculty awareness about careers in public health, research and regulatory medicine
- Sixth time this event presented since 2006

### Partnered with Zoetis Veterinary Student Scholarship Award Program

- Program provides \$2,000 scholarships for second- and third-year veterinary students
- A total of 315 students were selected from over 1,400 applications
- Now in its 10th year, program has awarded scholarships totaling \$6.7 million

### AAVMC's Veterinary Career Advisor Network (VetCAN) Creating Opportunities

- Founded in 2014 VetCAN, is a networking resource for career and professional development professionals in AAVMC member institutions
- Presented “Virtual Career Fairs” for employers and candidates (students and alumni) to connect

### Encouraging Innovation and Entrepreneurship

- 20 students from seven different AAVMC institutions participated in the Veterinary Entrepreneurship Academy
- Paired with 16 different start-ups in a 10-week program designed to spark innovation and entrepreneurship in the profession



# »»» ADVOCATE

*The AAVMC was founded in 1966 to more effectively advocate for academic veterinary medicine with the federal government. That role has never been more important. The AAVMC works vigorously to inform and engage stakeholders. We are focused on making sure federal and state legislation, regulations and policies advance the interests of academic veterinary medicine and the profession.*

»»» *As a science-based, values-driven organization, the AAVMC brought a global voice to the contributions and the needs of academic veterinary medicine.*

## **We Worked Closely with AVMA GRD and Other Partners on Common Interests**

- 2018 Farm Bill
- Veterinary Medicine Loan Repayment Program Enhancement Act (VMLRPEA)
- Advancing Emergency Preparedness Through One Health Act
- Public Service Loan Forgiveness (PSLF)

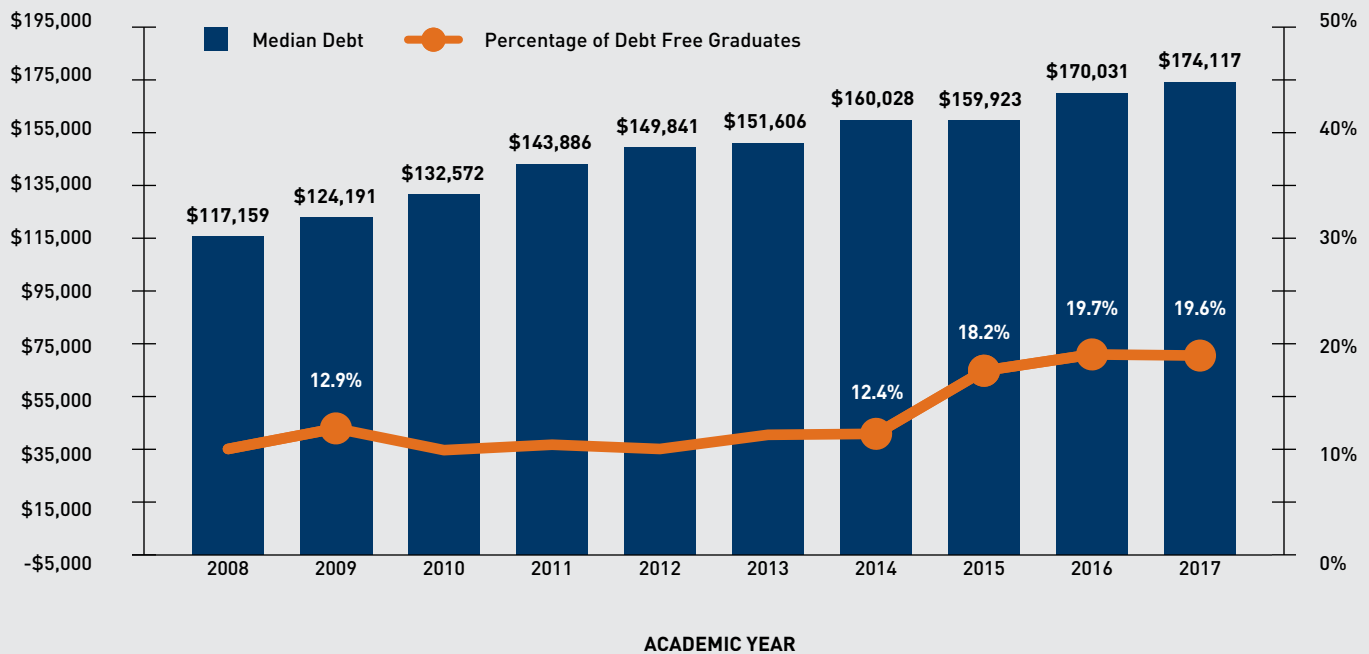
## **Advocacy Day: 84 educators representing 27 states and all AAVMC U.S. Institutions**

- Visits were held with 107 offices in the House of Representatives and 58 offices in the U.S. Senate, where they met with staffers and 33 different Members



## »» Median Debt of Indebted Graduates Shown with Percentage of Debt-Free Graduates U.S. Colleges of Veterinary Medicine

Adjusted for Inflation, AAVMC Internal Report, 2008-2018



### Veterinary Service Grants Program (VSGP) Awards

- Four AAVMC member institutions were funded: University of Georgia, Iowa State University, Texas A&M University, Michigan State University, and Pennsylvania State University (affiliate)
- Program augments VMLRP and seeks to address underserved areas of the country

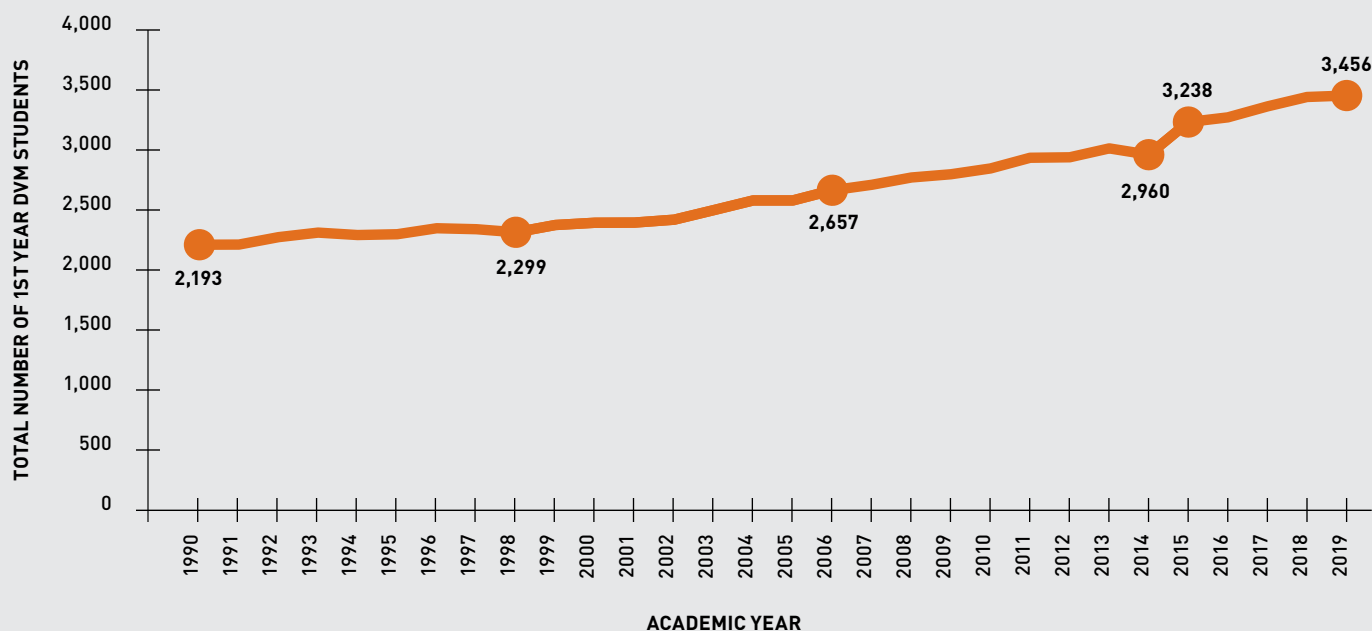
### CTSA (Clinical and Translational Science Awards) One Health Alliance (COHA) Building Momentum

- Established in 2014, now includes 15 AAVMC institutions partnering with human medical schools to conduct translational research
- AAVMC representatives and member institution scientists periodically met with National Institutes of Health (NIH)
- Presented a successful “Legislative Briefing” on COHA in the Rayburn House Office Building on Capitol Hill



## »»» First Year DVM Student Enrollment at the U.S. Colleges of Veterinary Medicine

AAVMC Internal Reports, 1990-2019



Lincoln Memorial University and Midwestern University admitted their first classes in 2015, accounting for the larger increase in the number of seats between 2014 and 2015.



### Capitol Hill Advocacy and Food Security

- Participated in Agricultural Research Congressional Exhibition & Reception in the Rayburn House Office Building
- Showcased veterinary medicine's role in agricultural productivity and food safety

### Joint Statement in Support of Licensing

- Collaborated with partners to address "anti-licensing movement" which threatens public interest
- Issue a joint statement with the AVMA, the AAVSB and NAVTA on this issue

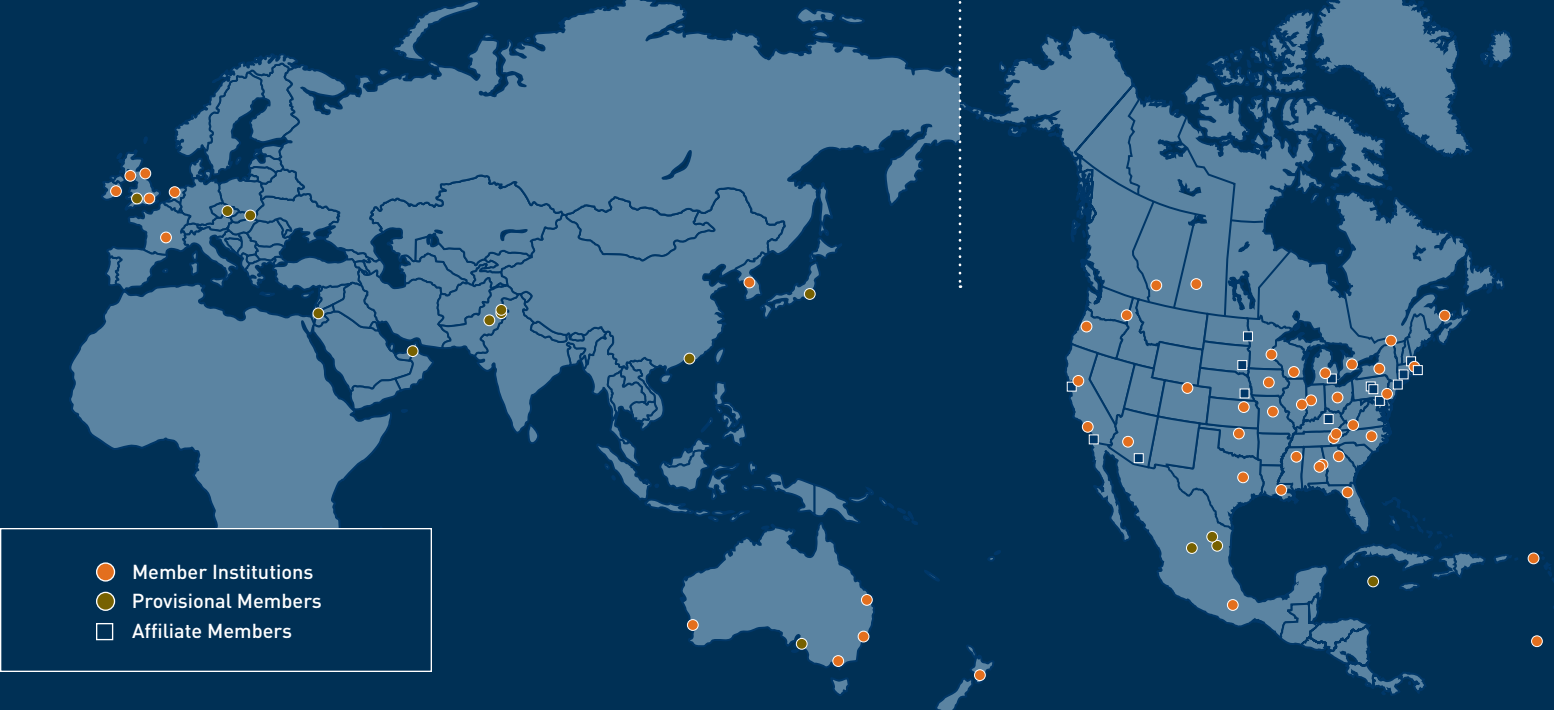
### AAVMC 2018 Faculty Fellow

- Dr. Christine Kreuder Johnson, wildlife epidemiologist from the University of California – Davis
- Worked with representatives from State Department, U.S. Fish and Wildlife Service, and the U.S. Agency for International Development (USAID), others

### Progress on the H1-B Visa Issue

- Complications with prevailing wage reporting caused problems with residency and internship programs
- Worked closely with AAMC on this issue
- Meetings achieved progress with Department of Homeland Security





- Member Institutions
- Provisional Members
- Affiliate Members

## AAVMC MEMBERSHIP

### MEMBER INSTITUTIONS

**Atlantic Veterinary College at the University of Prince Edward Island**  
(Canada)

**Auburn University**  
(United States)

**Colorado State University**  
(United States)

**Cornell University**  
(United States)

**Iowa State University**  
(United States)

**Kansas State University**  
(United States)

**Lincoln Memorial University**  
(United States)

**Louisiana State University**  
(United States)

**Massey University**  
(New Zealand)

**Michigan State University**  
(United States)

**Midwestern University**  
(United States)

**Mississippi State University**  
(United States)

**Murdoch University**  
(Australia)

**North Carolina State University**  
(United States)

**Ohio State University**  
(United States)

**Oklahoma State University**  
(United States)

**Oregon State University**  
(United States)

**Purdue University**  
(United States)

**Ross University**  
(Saint Kitts and Nevis)

**Royal Veterinary College, University of London**  
(United Kingdom)

**Seoul National University**  
(Republic of Korea)

**St. George's University**  
(Grenada)

**Texas A & M University**  
(United States)

**Tufts University**  
(United States)

**Tuskegee University**  
(United States)

**Universidad Nacional Autónoma de México**  
(Mexico)

**Université de Montréal** (Canada)

**Universiteit Utrecht**  
(Netherlands)

**University of Calgary**  
(Canada)

**University of California, Davis**  
(United States)

**University College Dublin**  
(Ireland)

**University of Edinburgh**  
(United Kingdom)

**University of Florida**  
(United States)

**University of Georgia**  
(United States)

**University of Glasgow**  
(United Kingdom)

**University of Guelph**  
(Canada)

**University of Illinois at Urbana-Champaign**  
(United States)

**University of Melbourne**  
(Australia)

**University of Minnesota**  
(United States)

**University of Missouri**  
(United States)

**University of Pennsylvania**  
(United States)

**University of Queensland**  
(Australia)

**University of Sydney**  
(Australia)

**University of Tennessee**  
(United States)

**University of Wisconsin-Madison**  
(United States)

**VetAgro Sup**  
(France)

**Virginia-Maryland College of Veterinary Medicine**  
(United States)

**Washington State University**  
(United States)

**Western College of Veterinary Medicine at the University of Saskatchewan**  
(Canada)

**Western University of Health Sciences**  
(United States)

### PROVISIONAL MEMBERS

**Bahauddin Zakariya University**  
(Pakistan)

**City University of Hong Kong**  
(Hong Kong)

**Jordan University of Science and Technology**  
(Jordan)

**Riphah International University College of Veterinary Sciences**  
(Pakistan)

**St. Matthew's University**  
(Cayman Islands)

**United Arab Emirates University**  
(United Arab Emirates)

**Universidad Autónoma de Nuevo Leon**  
(Mexico)

**Universidad Autónoma de Tamaulipas**  
(Mexico)

**Universidad Autónoma de Zacatecas**  
(México)

**University of Adelaide**  
(Australia)

**University of Bristol**  
(United Kingdom)

**University of Tokyo**  
(Japan)

**University of Veterinary and Animal Sciences Lahore**  
(Pakistan)

**University of Veterinary and Pharmaceutical Sciences Brno**  
(Czech Republic)

**University of Veterinary Medicine and Pharmacy in Kosice**  
(Slovak Republic)

### AFFILIATE MEMBERS

**Departments of Veterinary Science**

**Pennsylvania State University**  
(United States)

**South Dakota State University**  
(United States)

**University of Arizona**  
(United States)

**University of Connecticut**  
(United States)

**University of Kentucky**  
(United States)

**University of Nebraska-Lincoln**  
(United States)

**Departments of Comparative Medicine**

**Johns Hopkins**  
(United States)

**Massachusetts Institute of Technology**  
(United States)

**Pennsylvania State University**  
(United States)

**Stanford University**  
(United States)

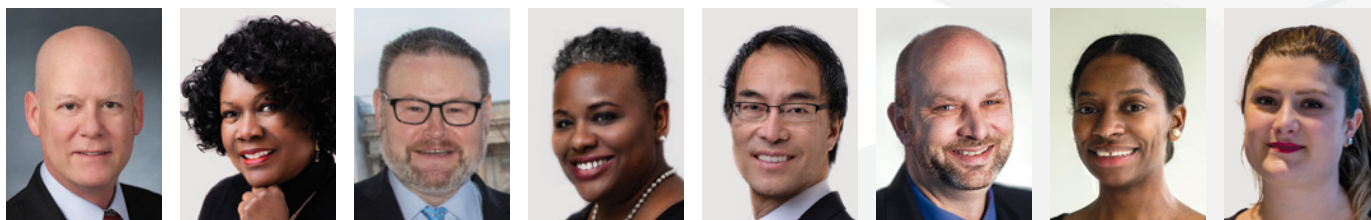
**University of California, San Diego**  
(United States)

**University of Michigan**  
(United States)

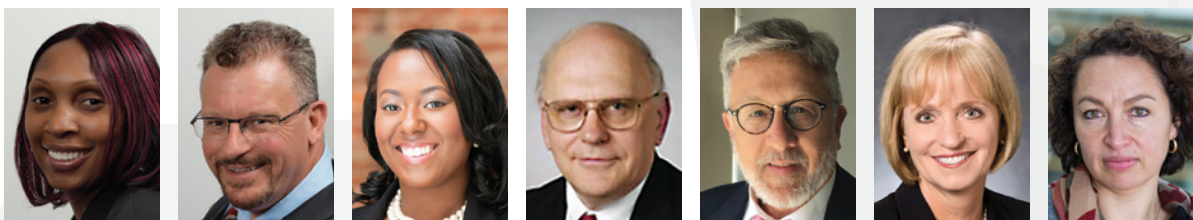
**Other**

**Angell Animal Medical Center**  
(United States)

## AAVMC STAFF

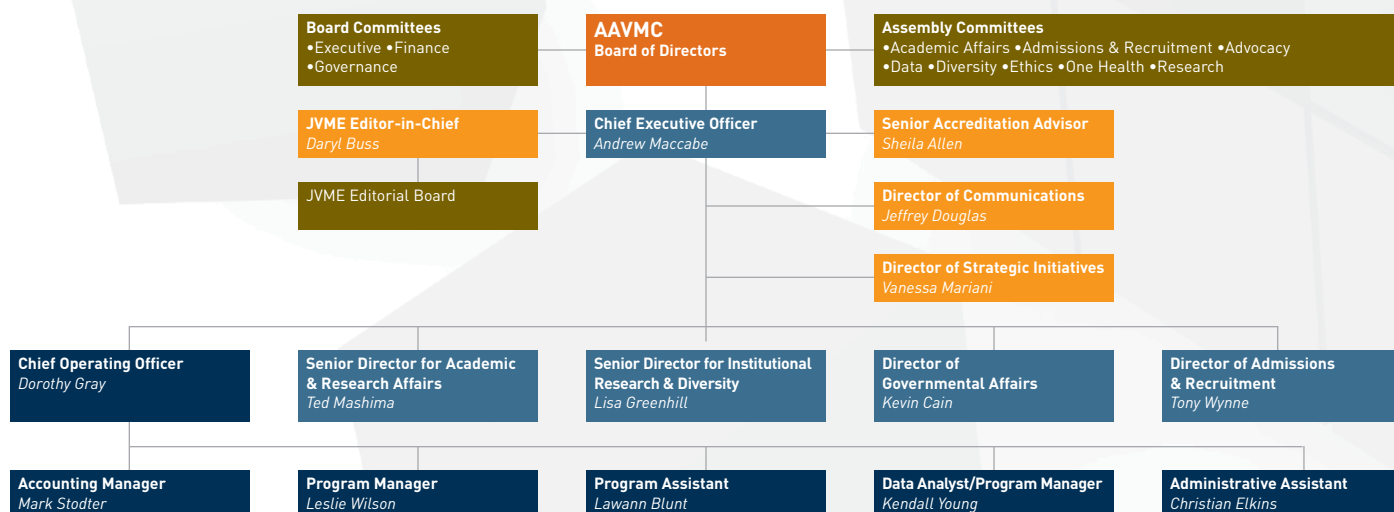


Dr. Andrew Maccabe • Ms. Dorothy Gray • Mr. Kevin Cain • Dr. Lisa Greenhill • Dr. Ted Mashima • Mr. Tony Wynne • Ms. Christian Elkins • Ms. Kendall Young



Ms. Lawann Blunt • Mr. Mark Stodter • Ms. Leslie Wilson • Dr. Daryl D. Buss • Mr. Jeffrey Douglas • Dr. Sheila Allen • Ms. Vanessa Mariani

## ORGANIZATIONAL STRUCTURE



Effective April 1, 2019

## PARTNERS

The AAVMC would like to recognize the following organizations for their support of our programs.



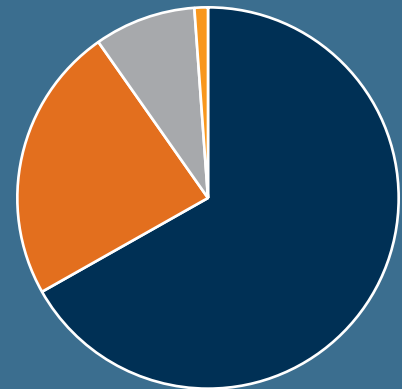
Organizations wishing to discuss opportunities for engagement with AAVMC initiatives to advance academic veterinary medicine should contact Chief Executive Officer Dr. Andrew T. Maccabe.

## AAVMC FINANCIAL DATA

### FINANCIAL STATEMENT

Statement of Activities and Change in Net Assets for the Year Ended June 30, 2019  
With Summarized Financial Information for 2018

| REVENUES                                | 2019             | 2018             |
|---|------------------|------------------|
| Applicant Fees                          | 3,102,812        | 2,696,618        |
| Membership Dues                         | 1,275,608        | 1,234,100        |
| Annual Meetings and Events              | 450,250          | 422,054          |
| Corporate & Government Support          | 468,598          | 436,706          |
| Interest Income                         | 772              | 946              |
| Membership Fees                         | 12,700           | 103,292          |
| Publications                            | 71,971           | 41,073           |
| Miscellaneous Income                    | 61,503           | 82,199           |
| <b>TOTAL REVENUE</b>                    | <b>5,444,214</b> | <b>5,016,988</b> |
| EXPENSES                                | 2019             | 2018             |
| <i>Program services:</i>                |                  |                  |
| Veterinary Medical Education            | 1,345,012        | 1,302,773        |
| Annual Meetings                         | 758,521          | 653,950          |
| Recruitment                             | 422,579          | 453,035          |
| Government Advocacy                     | 430,732          | 442,941          |
| Data Analysis                           | 339,801          | 321,946          |
| Outreach and Development                | 168,021          | 248,565          |
| Communications                          | 359,950          | 387,778          |
| Leadership                              | 261,574          | 138,879          |
| <b>Total Program Services</b>           | <b>4,086,188</b> | <b>3,949,867</b> |
| <i>Supporting service:</i>              |                  |                  |
| Management and General                  | 755,051          | 700,051          |
| <b>TOTAL EXPENSES</b>                   | <b>4,841,239</b> | <b>4,649,917</b> |
| Change in net assets before other items | 602,975          | 367,071          |
| <b>Other Items</b>                      |                  |                  |
| Non-operating investment income         | 352,209          | 309,212          |
| Pass through funds received             | 16,480           | 1,410            |
| Pass through disbursements              | (124,127)        | (3,176)          |
| Change in net assets                    | 847,537          | 674,517          |
| Net assets at beginning of year         | 5,138,383        | 4,463,866        |
| <b>Net Assets at End of Year</b>        | <b>5,985,920</b> | <b>5,138,383</b> |



**REVENUES FY2019**  
TOTAL: \$5,444,214

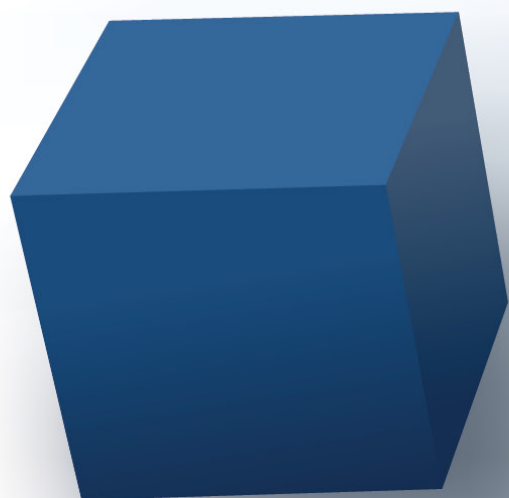
- CORE PROGRAMS: \$3,637,733
- MEMBERS DUES: \$1,275,608
- CORPORATE, GOVERNMENT AND FOUNDATION: \$468,598
- OTHER REVENUES: \$62,275



**EXPENSES FY2019**  
TOTAL: \$4,841,239

- MEMBER SERVICES: \$2,526,111
- ADVOCACY: \$958,702
- ADMINISTRATION: \$1,016,625
- DATA ANALYSIS: \$339,801





**Association of American Veterinary Medical Colleges**

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