

### 2018-2019 AAVMC BOARD OF DIRECTORS

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

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Institution</th>
<th>City / State</th>
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<tbody>
<tr>
<td><strong>PRESIDENT</strong></td>
<td>Dr. Calvin M. Johnson</td>
<td>College of Veterinary Medicine</td>
<td>Auburn, AL</td>
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<tr>
<td><strong>PRESIDENT-ELECT</strong></td>
<td>Dr. Michael Lairmore</td>
<td>School of Veterinary Medicine</td>
<td>Davis, CA</td>
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<tr>
<td><strong>PAST-PRESIDENT</strong></td>
<td>Dr. Phillip D. Nelson</td>
<td>College of Veterinary Medicine</td>
<td>San Marcos, CA</td>
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<tr>
<td><strong>SECRETARY</strong></td>
<td>Dr. Paul Lunn</td>
<td>College of Veterinary Medicine</td>
<td>Raleigh, NC</td>
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<td><strong>TREASURER</strong></td>
<td>Dr. Mark D. Markel</td>
<td>School of Veterinary Medicine</td>
<td>Madison, WI</td>
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<tr>
<td><strong>AT-LARGE DIRECTOR, REGION I (U.S.)</strong></td>
<td>Dr. Susan Tornquist</td>
<td>College of Veterinary Medicine</td>
<td>Corvallis, OR</td>
</tr>
<tr>
<td><strong>AT-LARGE DIRECTOR, REGION II (CANADA)</strong></td>
<td>Dr. Greg Keefe</td>
<td>Atlantic Veterinary College</td>
<td>Prince Edward Island, Canada</td>
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<tr>
<td><strong>AT-LARGE DIRECTOR, REGION III (AUSTRALIA, NEW ZEALAND, AND ASIA)</strong></td>
<td>Dr. Nigel Perkins</td>
<td>School of Veterinary Science</td>
<td>Brisbane, Australia</td>
</tr>
<tr>
<td><strong>AT-LARGE DIRECTOR, REGION IV (EUROPE, MEXICO, AND THE CARIBBEAN)</strong></td>
<td>Dr. Ewan Cameron</td>
<td>School of Veterinary Medicine</td>
<td>Glasgow, Scotland</td>
</tr>
<tr>
<td><strong>AT-LARGE DIRECTOR REPRESENTING DEPARTMENTS OF VETERINARY SCIENCE</strong></td>
<td>Dr. David Horohov</td>
<td>Gluck Equine Research Center</td>
<td>Lexington, KY</td>
</tr>
<tr>
<td><strong>AT-LARGE DIRECTOR REPRESENTING DEPARTMENTS OF COMPARATIVE MEDICINE</strong></td>
<td>Dr. Tiffany Whitcomb</td>
<td>Laboratory Animal Medicine Training Program</td>
<td>University Park, PA</td>
</tr>
<tr>
<td><strong>LIAISON REPRESENTING APLU (NON-VOTING)</strong></td>
<td>Dr. Bryan Slinker</td>
<td>College of Veterinary Medicine</td>
<td>Pullman, WA</td>
</tr>
<tr>
<td><strong>LIAISON REPRESENTING AAVC (NON-VOTING)</strong></td>
<td>Dr. Roger Fingland</td>
<td>Executive Associate Dean</td>
<td>Columbus, OH</td>
</tr>
<tr>
<td><strong>LIAISON REPRESENTING SAVMA (NON-VOTING)</strong></td>
<td>Ms. Chelsea Folmar</td>
<td>Texas A&amp;M University</td>
<td>College Station, TX</td>
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<tr>
<td><strong>CHIEF EXECUTIVE OFFICER (NON-VOTING)</strong></td>
<td>Dr. Andrew T. Maccabe</td>
<td>Chief Executive Officer</td>
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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.
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.

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.

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

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.
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.

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
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.
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.

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.

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.
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.
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.

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.
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 underrepresented 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.
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.

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
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
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
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

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.

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

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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
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 Ingleheim 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”

Partnered with Zoetis Veterinary Student Scholarship Award Program
- Seeks to build student and faculty awareness about careers in public health, research and regulatory medicine
- Sixth time this event presented since 2006
- 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

We continued to gather the right people in the room, creating opportunities for inspiration, innovation and development.
As a science-based, values-driven organization, the AAVMC brought a global voice to the contributions and the needs of academic veterinary medicine.

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.

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
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
- 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)
- University of Edinburgh (United Kingdom)
- University of Calgary (Canada)
- University of California, Davis (United States)
- University College Dublin (Ireland)
- 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)
- 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)
- Universidad de Montreal (Canada)
- Universiteit Utrecht (Netherlands)
- University of Georgia (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)

### 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 León (Mexico)
- Universidad Autónoma de Zacatecas (Mexico)
- Universidad de la República del Uruguay (Uruguay)

### Affiliate Members
- 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

Board Committees
• Executive • Finance • Governance

AAVMC Board of Directors

Assembly Committees
• Academic Affairs • Admissions & Recruitment • Advocacy • Data • Diversity • Ethics • One Health • Research

JVME Editor-in-Chief
Daryl Buss

JVME Editorial Board

Chief Executive Officer
Andrew Maccabe

Senior Accreditation Advisor
Sheila Allen

Chief Operating Officer
Dorothy Gray

JVME Editor-in-Chief
Daryl Buss

Chief Operating Officer
Dorothy Gray

Director of Communications
Jeffrey Douglas

Chief Executive Officer
Andrew Maccabe

Director of Strategic Initiatives
Vanessa Mariani

Director of Governmental Affairs
Kevin Cain

Senior Accreditation Advisor
Sheila Allen

Director of Admissions & Recruitment
Tony Wynne

Senior Director for Academic & Research Affairs
Ted Mashima

Senior Director for Institutional Research & Diversity
Lisa Greenhill

Senior Director for Academic & Research Affairs
Ted Mashima

Senior Director for Institutional Research & Diversity
Lisa Greenhill

Director of Admissions & Recruitment
Tony Wynne

Accounting Manager
Mark Stodter

Program Manager
Leslie Wilson

Program Assistant
Lawann Blunt

Data Analyst/Program Manager
Kendall Young

Administrative Assistant
Christian Elkins

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

REVENUES

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant Fees</td>
<td>3,102,812</td>
<td>2,696,618</td>
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<tr>
<td>Membership Dues</td>
<td>1,275,608</td>
<td>1,234,100</td>
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<tr>
<td>Annual Meetings and Events</td>
<td>450,250</td>
<td>422,054</td>
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<tr>
<td>Corporate &amp; Government Support</td>
<td>468,598</td>
<td>436,706</td>
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<tr>
<td>Interest Income</td>
<td>772</td>
<td>946</td>
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<tr>
<td>Membership Fees</td>
<td>12,700</td>
<td>103,292</td>
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<tr>
<td>Publications</td>
<td>71,971</td>
<td>82,199</td>
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<tr>
<td>Miscellaneous Income</td>
<td>61,503</td>
<td>82,199</td>
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<tr>
<td>TOTAL REVENUE</td>
<td>5,444,214</td>
<td>5,016,988</td>
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EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td>Program services:</td>
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<tr>
<td>Veterinary Medical Education</td>
<td>1,345,012</td>
<td>1,302,773</td>
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<tr>
<td>Annual Meetings</td>
<td>758,521</td>
<td>653,750</td>
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<td>Recruitment</td>
<td>422,579</td>
<td>453,035</td>
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<td>Government Advocacy</td>
<td>430,732</td>
<td>442,941</td>
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<td>Data Analysis</td>
<td>339,801</td>
<td>321,946</td>
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<tr>
<td>Outreach and Development</td>
<td>168,021</td>
<td>248,565</td>
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<td>Communications</td>
<td>359,950</td>
<td>387,778</td>
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<tr>
<td>Leadership</td>
<td>261,574</td>
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<tr>
<td>Total Program Services</td>
<td>4,086,188</td>
<td>3,949,867</td>
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<tr>
<td>Supporting service:</td>
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<td></td>
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<tr>
<td>Management and General</td>
<td>755,051</td>
<td>700,051</td>
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<tr>
<td>TOTAL EXPENSES</td>
<td>4,841,239</td>
<td>4,649,917</td>
</tr>
</tbody>
</table>

Change in net assets before other items 602,975 367,071

Other Items

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-operating investment income</td>
<td>352,209</td>
<td>309,212</td>
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<tr>
<td>Pass through funds received</td>
<td>16,480</td>
<td>1,410</td>
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<tr>
<td>Pass through disbursements</td>
<td>(124,127)</td>
<td>(3,176)</td>
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<tr>
<td>Change in net assets</td>
<td>847,537</td>
<td>674,517</td>
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<tr>
<td>Net assets at beginning of year</td>
<td>5,138,383</td>
<td>4,463,866</td>
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<tr>
<td>Net Assets at End of Year</td>
<td>5,985,920</td>
<td>5,138,383</td>
</tr>
</tbody>
</table>

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