The Science of Building Inclusive Teams

2019 AAVMC Annual Meeting & Iverson Bell Symposium

March 8-10, 2019
Hyatt Regency Washington • Washington, D.C.
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The AAVMC wishes to express its gratitude to the following corporations for their support of academic veterinary medicine.

![Stanton Foundation](image)
![Zoetis](image)
Teamwork. It’s the magic that happens when talented people from diverse backgrounds work together to accomplish mutual goals. “The Science of Building Inclusive Teams” is what makes the magic happen.

That’s the theme of this year’s AAVMC Annual Conference, where we gather every year to share ideas, solve problems and get inspired.

This year, the conference also features our biennial Iverson Bell Symposium. Honoring the vision and work of the late Iverson Bell, the symposium explores and promotes diversity and inclusion in academic veterinary medicine.

We’ll hear from keynote speaker Scott Page, a leading social scientist whose work in group dynamics is demonstrating the intrinsic value of D&I environments. Inside Higher Ed editor Scott Jaschik will share his thoughts and perspectives on the world of higher education. And the NIH’s Dr. Kara L. Hall will discuss her pioneering work in the science of team-building.

We’ll also hear from prominent award-winners in academic veterinary medicine, as well as a diverse group of national and international veterinary medical educators, each with their unique take on the issues and trends that define the world of academic veterinary medicine today.

We invite you to step back, refresh, recharge and enjoy the meeting. If there is anything we can do to improve or enhance your experience, please let us know.
IVERSON BELL: A PIONEER IN VETERINARY MEDICINE

Every two years the AAVMC celebrates the late Dr. Iverson Bell as the quintessential champion of diversity and inclusiveness in veterinary medicine. The AAVMC’s biennial Iverson Bell Symposium honors his legacy. But who exactly was he, and what did he do to earn such respect and appreciation?

Born in Texas in 1916, Dr. Bell overcame the era’s segregation and pervasive racial discrimination to forge a thriving private veterinary medical practice while demonstrating ground-breaking leadership in veterinary medicine, education, civic affairs and civil liberties. Among Dr. Bell’s many achievements, he rose to become the first African-American vice president of the American Veterinary Medical Association (AVMA).

After service in the U.S. Army during World War II, Bell earned his DVM degree from Michigan State University and taught small animal medicine as part of the founding faculty at the Tuskegee University School of Veterinary Medicine in Tuskegee, Alabama. Dr. Bell and his family eventually settled in Indiana, where he established the Bell Animal Hospital and practiced veterinary medicine for 35 years.

His leadership in the veterinary medical profession included holding several positions within the Indiana Veterinary Medical Association and service with distinction as the AVMA’s vice president from 1971-73. Throughout his career, Dr. Bell demonstrated a strong commitment to diversity and inclusion in public education. He served on his local school board for 20 years and, together with another member, co-founded the Foundation for Public Education. He also helped establish the Purdue University School of Veterinary Medicine and served as a mentor and leader for many students.

Dr. Bell served on numerous civic boards: his local library board, the board of directors of the Wabash Valley Council of Boy Scouts and as chairman of the executive board of the Terra Haute (Indiana) chapter of the National Association for the Advancement of Colored People, the most influential U.S. civil rights organization of that era.
DOWNLOAD THE 2019 AAVMC ANNUAL CONFERENCE APP!

Navigate the event like a pro with the 2019 Annual Conference app.

With the AAVMC 2019 app, you can:

• Stay organized with up-to-the-minute Exhibitor, Speaker, and Event information
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• Receive important real-time communications from AAVMC
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More detailed information about presentations and speaker biographies can be found on the app.

Downloading the App is Easy!

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For all other device types (including Blackberry, Windows, and all other web-browse-enabled devices):
While on your smartphone, point your mobile browser to: https://event.crowdcompass.com/aavmcconference
PLANNING COMMITTEE

The Annual Conference Planning Committee (ACPC) is an ad hoc committee constituted each year in April and discharged at the conclusion of the following AAVMC Annual Conference. The ACPC is responsible for selecting the annual conference theme, developing the call for proposals, reviewing proposals and selecting session and poster presentation.

COMMITTEE ROSTER

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Admission Requirements

2019 Edition for 2020 Matriculation

This book will help you understand important factors such as admissions requirements, prerequisites, cost of tuition, how to finance your education, special programs, standardized tests, the AAVMC Veterinary Medical College Application Service (VMCAS), and residency requirements.

Pb, 978-1-55753-860-4 • E-book available // 8.5 x 11 • 196 pages • $35.00

April 2019

PURDUE UNIVERSITY PRESS

Order directly from the publisher:
www.press.purdue.edu // 800.247.6553
2019 AWARD HONOREES

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 is the recipient of the 2019 Senator John Melcher, DVM Leadership in Public Policy Award.

The award, established in 2007, is presented to current or former faculty, staff, or students at an AAVMC member institution to recognize 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 has become an essential resource and well-respected leader in Washington, D.C. on matters pertaining to biodefense, high consequence emerging infectious diseases, global health security, and all-hazards public health and medical preparedness.

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 serving 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 is a member of several advisory boards, including the National Science Advisory Board for Biosecurity for the Director of the National Institutes of Health, Texas Task Force on Infectious Disease Preparedness and Response for the Governor, and he serves as an ex officio member of the Biodefense Blue Ribbon Study Panel.

Dr. Parker is a 2009 recipient of the Distinguished Executive Presidential Rank Award, and the Secretary of Defense Medal for Meritorious Civilian Service in 2013.

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, is the recipient of the 2018 AAVMC Distinguished Teacher Award, presented by Zoetis.

The award, which is considered one of the most prestigious teaching awards in international academic veterinary medicine, recognizes excellence in professional veterinary medical education and is presented to an educator whose sustained record of teaching excellence and ability, dedication, character and leadership has contributed significantly to the advancement of the profession.

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.

Fourteen components of the EEDA/IAT course are required for all new veterinarians who wish to become accredited for the first time by the United States Department of Agriculture (USDA) and more than 4,000 students use the course every year. Brown’s responsibilities include course content and working with instructors at other veterinary colleges who teach the course.

She believes in using evidence-based teaching approaches to help students invest in basic science education and love learning, even when tackling challenging courses.

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.

In recommending Dr. Brown for the award, Iowa State University’s Associate Dean for Academic and Student Affairs, Dr. Jared A. Danielson, wrote that, “Dr. Brown’s enthusiasm for teaching, her genuine interest in student learning, her commitment to understanding and implementing best practices in teaching and assessment, and her remarkable ability to provide infectious leadership in this area make her truly deserving of this award.”

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.
2019 AAVMC EXCELLENCE IN RESEARCH AWARD

Dr. Guy Palmer

Dr. Guy Palmer from the Washington State University (WSU) College of Veterinary Medicine is the recipient of the 2019 AAVMC Excellence in Research Award.

Selected by a committee of peers, the honor designates Dr. Palmer as the outstanding veterinary medical researcher of the year. The AAVMC Board of Directors established the annual research award in 2010 to recognize outstanding research and scholarly achievements in the field of veterinary medicine. It recognizes an individual who, over the course of his or her career, has demonstrated excellence in original research, leadership in the scientific community, and mentoring of trainees and colleagues in any discipline 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 has led to discoveries related to pathogen emergence and spread, including insight into how pathogens evade the immune system. His work aims 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.

In nominating Dr. Palmer for the award, WSU College of Veterinary Medicine Dean Dr. Bryan Slinker wrote that Dr. Palmer has taken the Allen School from a concept with no physical presence or faculty in 2008 to “a highly successful, one-health oriented program of about 20 core faculty and major research, surveillance, and intervention programs around the world, housed in a new research building, generating over $55 million in private gifts in the past 10 years, and awarded nearly $15 million in mostly federal competitive research funding last year.”

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 received 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. Through her leadership and vision, VSW is the first program in the United States to define veterinary social work as a sub-specialty, based on both scholarly literature and first-hand experience of the human needs that exist in animal-related settings.

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.

The VSW Certificate Program for students enrolled in the UT Social Work graduate program provides students with a comprehensive foundation in veterinary social work. The program focuses on the knowledge and skills needed to integrate animals into social work practice in ethically sound ways and in keeping with the values of the social work profession. She also teaches UT’s veterinary teams how to manage compassion fatigue and stress and recently launched S.A.V.E. (Suicide Awareness in Veterinary Education) to educate veterinary professionals and students about mental health issues and raise awareness about available resources.

Dr. Strand’s established the Biennial International VSW Summit in 2008. The summit targets human and animal health and welfare professionals, attracting participants from around the world. One of the summits was held in combination with the AAVMC’s Health and Wellness Summit.

In nominating Dr. Strand for the award, UT College of Veterinary Medicine Dean Dr. Jim Thompson wrote that, “While the main message in our nomination of Dr. Strand is the unique perspective and additional resources she has brought to veterinary education, it is important to point out that she is also spreading VSW to her professional cohorts in social work. Dr. Strand serves as a catalyst for change in the community, region, and the veterinary profession.”

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 IVERTON BELL AWARD

Dr. Kenita S. Rogers

Dr. Kenita S. Rogers from the Texas A&M University (TAMU) College of Veterinary Medicine and Biomedical Sciences is the recipient of the 2019 Iverson Bell Award. The award is presented in recognition of 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. Her accomplishments include developing memoranda of agreements (MOAs) with four Texas A&M University System schools for pipeline recruitment, including one historically black university and two Hispanic-serving institutions. She has infused the school’s curriculum with multiple diversity initiatives, including a mandatory class on cultural competency for second-year students and adding diversity awareness and cultural competency as required core competencies at the college. Her efforts also led to the veterinary college being awarded the Higher Education Excellence in Diversity (HEED) Award for Diversity in Health Professions.

She has presented on topics such as implicit bias at multiple national meetings and served on numerous national committees, including the AAVMC Diversity Committee and the steering committee for the Southeast DiVersity Matters Symposium. She is also co-advisor for the national Broad Spectrum Association and received the national Broad Spectrum LGBTQ+ Awareness Award.

TAMU’s Associate Dean for Professional Programs Dr. Karen Cornell, who was among those who nominated Rogers for the award, wrote that, “The briefest conversation with her enables quick recognition of a woman with deep-rooted values that include kindness, integrity, respect, leadership, and fairness. To say that she is passionate about diversity and inclusion would be a gross understatement.”

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.
CALL FOR PAPERS

Inter-Institutional Collaboration in Veterinary Medical Education

Submission Deadline: 1 August 2019

Editor: Daryl D. Buss
Guest Editors: Professor Paul Mills and Professor Emma K. Read

The JVME invites authors to submit manuscripts for a special theme issue on Inter-Institutional Collaboration in Veterinary Medical Education. For the purposes of this theme issue, inter-institutional collaboration is defined as organized collaboration of a veterinary medical educational program (VMEP) with a program or organization beyond and outside its campus. While manuscripts in the form of Educational Research Reports are especially encouraged, manuscripts falling into such categories as “Challenges & Issues”, “Best Practices”, “Institutional Policy” and “Teaching Tip” will also be considered.

The OIE Veterinary Educational Twinning Program – Assessments and Outcomes

Submission Deadline: 1 September 2019

Editor: Daryl D. Buss
Guest Editors: Professor Tim Parkinson and Professor Pan-Dong Ryu

The JVME invites authors to submit manuscripts for a special JVME Supplement entitled “The OIE Veterinary Educational Twinning Program – Assessments and Outcomes.” Due to the nature of the topic and goals of this Supplement, authors are expected to have had direct engagement with an OIE twinning partnership. Manuscripts will be strengthened by including authors from both partners in a twinning agreement.

The nature of the topic suggests that many manuscripts are likely to include a significant descriptive component. However, authors are strongly encouraged to balance the descriptive element of a manuscript with evidence-based outcomes assessments and analyses. While manuscripts in the form of Educational Research Reports are especially encouraged, manuscripts falling into such categories as “Challenges & Issues,” “Best Practices,” and “Institutional Policy” may also be appropriate.
<table>
<thead>
<tr>
<th>Date</th>
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<th>Event</th>
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<tr>
<td>TUESDAY, MARCH 5</td>
<td>1:00 - 6:00 p.m.</td>
<td>Leadership Academy</td>
<td>Columbia A</td>
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<tr>
<td>WEDNESDAY, MARCH 6</td>
<td>7:00 - 8:00 a.m.</td>
<td>Breakfast Buffet</td>
<td>Columbia Foyer</td>
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<td>Council on International Veterinary Medical Education (CIVME)</td>
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<td>Board of Directors</td>
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<td>8:00 a.m. - 4:00 p.m.</td>
<td>Admissions and Recruitment Strategy Working Group</td>
<td>Sequoia</td>
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<td>Lunch</td>
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<td>THURSDAY, MARCH 7</td>
<td>7:00 - 8:00 a.m.</td>
<td>Breakfast</td>
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<td>Advocacy Briefing</td>
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<td>Academic Affairs Committee</td>
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<td>9:30 a.m. - 10:45 a.m.</td>
<td>Admissions &amp; Recruitment Operations &amp; Outreach Working Group</td>
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<td>Veterinary Mental Health Practitioners (VMHP)</td>
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<td>1:30 - 4:30 p.m.</td>
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<td>4:00 p.m. - 5:00 p.m.</td>
<td>JVME Editorial Board</td>
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<td>FRIDAY, MARCH 8</td>
<td>7:00 - 8:00 a.m.</td>
<td>Continental Breakfast</td>
<td>Regency Foyer</td>
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<td>7:00 - 9:00 a.m.</td>
<td>Leadership Academy Alumni Reunion</td>
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<td>Veterinary Mental Health Practitioners (VMHP) Open Meeting</td>
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<td>Research Committee</td>
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<td>Diversity Committee</td>
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<td>Competency Based Veterinary Education Working Group</td>
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<td>9:00 - 10:00 a.m.</td>
<td>Ethics Committee</td>
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<td>10:00 a.m. - 12:00 p.m.</td>
<td>Assembly Meeting</td>
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CONFERENCE OVERVIEW & MEETINGS (CONTINUED)

12:00 - 1:15 p.m.  
Billy E. Hooper Award for Distinguished Service Luncheon  
Regency A

OPENING PLENARY SESSION

1:30 - 2:30 p.m.  
Awards Ceremony  
Regency A

2:30 - 3:30 p.m.  
Keynote Speaker  
Scott E. Page, University of Michigan  
Regency BCD

3:30 - 4:00 p.m.  
Book Signing  
Scott E. Page, University of Michigan  
Regency Foyer

4:00 - 4:45 p.m.  
Keynote Speaker  
Dr. Kara L. Hall, National Institutes of Health (NIH)  
Regency BCD

4:45 - 5:30 p.m.  
Diversity of the Biomedical Research Workforce  
Regency BCD

5:30 - 6:30 p.m.  
New Representatives Welcome Reception  
Concord

6:30 - 8:30 p.m.  
President’s Reception & Poster Session  
Regency Foyer & Columbia Foyer

SATURDAY, MARCH 9

7:30 – 8:30 a.m.  
Breakfast  
Regency Foyer

7:30 – 8:30 a.m.  
Advocacy Committee  
Lexington

8:00 a.m. – 4:00 p.m.  
Admissions Programming  
Regency D

8:30 – 9:30 a.m.  
Keynote Speaker  
Scott Jaschik, Inside Higher Ed  
Regency A

9:30 – 10:30 a.m.  
Poster Session  
Regency Foyer

9:30 a.m. – 12:00 p.m.  
CIVME Educational Research Day  
Concord

11:00 a.m. – 12:00 p.m.  
Educational Session: Creating a Culture of Wellbeing  
Regency B

11:00 a.m. – 12:00 p.m.  
Educational Session: D&I Initiatives and Climate Survey  
Regency C

12:00 – 1:00 p.m.  
AAVMC Distinguished Veterinary Teacher Award Luncheon  
Presented by Zoetis  
Regency A

1:30 – 3:30 p.m.  
Educational Session: Critical Dialogues and Inclusive Teams  
Regency B

1:30 – 3:30 p.m.  
Educational Session: Fostering Dialogue and Building Community  
Regency C

3:30 – 4:30 p.m.  
Educational Session: Creating Brave Spaces  
Regency B

3:30 – 4:30 p.m.  
Educational Session: Unconscious Bias and Micro Aggression  
Regency C

4:30 – 5:30 p.m.  
Educational Session: Meditation and Inclusive Leadership Teams  
Regency B

4:30 – 5:30 p.m.  
Educational Session: Achieving a Culture of Diversity and Wellbeing  
Regency C

2019 ANNUAL MEETING & IVERNON BELL SYMPOSIUM
SUNDAY, MARCH 10

7:00 - 8:00 a.m.  Continental Breakfast
Regency Foyer

8:30 - 10:00 a.m.  Educational Session: Interdisciplinary Team Dynamics
Columbia AB

8:00 - 8:30 a.m.  Educational Session: Cultural Competence
Regency C

8:30 - 9:00 a.m.  Educational Session: Competency Based Admission
Regency D

9:00 - 10:00 a.m.  Educational Session: The Academic Workforce in 21st Century
Regency C

9:00 - 11:00 a.m.  Educational Session: Professional Identity, Employability and Resilience
Regency D

10:00 - 11:00 a.m.  Educational Session: Career Development
Columbia AB

10:00 a.m. - 12:00 p.m.  Educational Session: Storytelling for Growth and Inclusive Excellence
Regency C

11:00 - 11:30 a.m.  Educational Session: Developing Collaborative and Inclusive Teams
Columbia AB

11:30 - 12:00 p.m.  Educational Session: Blockchain Framework for Competency Based Learning
Regency D

1:00 - 1:30 p.m.  Career Fair Information Session I
Columbia AB

1:30 - 2:00 p.m.  Career Fair Information Session II
Columbia AB

2:00 - 2:30 p.m.  Career Fair Information Session III
Columbia AB

2:30 - 5:00 p.m.  Veterinary Medical Career Fair
Capitol Room
BECAUSE YOUR LEARNING NEVER ENDS, OUR SUPPORT DOESN’T EITHER.

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EDUCATIONAL SESSIONS & PRESENTATIONS

FRIDAY, MARCH 8

12:00 – 1:15 p.m.
Billy E. Hooper Award for Distinguished Service Luncheon
Regency A

1:30 – 2:30 p.m.
Awards Ceremony
Regency A

2:30 – 3:30 p.m.
Keynote Speaker
Scott E. Page, PhD, University of Michigan
Regency BCD

3:30 – 4:00 p.m.
Book Signing
Scott E. Page, PhD, University of Michigan
Regency Foyer

4:00 – 4:45 p.m.
Keynote Speaker
Dr. Kara L. Hall, PhD, National Institutes of Health (NIH)
Regency BCD

4:45 – 5:30 p.m.
Training, Career Development and Diversity of the Biomedical Research Workforce
Dr. P. Kay Lund, Director, Division of Biomedical Research Workforce, Office of Extramural Research, Office of the Director, NIH; Elizabeth Spencer, Deputy Director, Office of Research on Women’s Health, Office of the Director, NIH
Regency BCD

SATURDAY, MARCH 9

8:00 – 8:30 a.m.
Speaker
Regency A

8:30 – 9:30 a.m.
Keynote Speaker
Scott Jaschik, Editor, Inside Higher Ed
Regency A

9:30 – 10:30 a.m.
Poster Session
Regency Foyer

9:30 a.m. – 12:00 p.m.
CIVME Educational Research Day
Concord

11:00 a.m. – 12:00 p.m.
Mission Possible: Creating a Culture of Wellbeing
Dr. Jen Brandt, PhD, LISW-S, Director of Wellbeing and Diversity Initiatives, AVMA
Regency B

12:00 – 1:00 p.m.
AAVMC Distinguished Veterinary Teacher Award Luncheon
Presented by Zoetis
Regency A

1:30 – 3:30 p.m.
Critical Dialogues About Espoused Values and Alignment of Artifacts to Build Inclusive Teams in Veterinary Medicine
Dr. Kenita S. Rogers, DVM, DACVIM, Executive Associate Dean and Director for Diversity & Inclusion, College of Veterinary Medicine & Biomedical Sciences, Texas A&M University; Dr. Lisa Greenhill, MPA, EdD, Senior Director for Institutional Research and Diversity, AAVMC; Dr. Jonathan M. Levine, DVM, DACVIM, Head, Small Animal Clinical Sciences, College of Veterinary Medicine & Biomedical Sciences, Texas A&M University; Jacquelyn Pelzer, DVM, Associate Professor, Population Health Sciences, Director of Admissions and Student Support, Virginia Maryland College of Veterinary Medicine; Jeremy K. Coleman, BA Biology, MS Toxicology, first-year veterinary student, College of Veterinary Medicine, Western University of Health Sciences
Regency B

11:00 a.m. – 12:00 p.m.
Developing Diversity & Inclusion Initiatives from a Qualitative Climate Survey at a College of Veterinary Medicine
Dr. Jaron L. Jones, PhD, University of Florida College of Veterinary Medicine
Regency C
1:30 - 3:30 p.m.
Many Voices, One College: Fostering Dialogue and Building Community Within a College of Veterinary Medicine
Dr. Katherine M. Edmondson, PhD, Assistant Dean for Students and Instruction, Cornell University; Dr. Jai Sweet, PhD; Senior Director of Student Development and Academic Services Cornell University
Regency C

3:30 - 4:30 p.m.
Moving the Needle on Unconscious Bias and Micro Aggression: One Interdisciplinary Team’s Journey on the Path to Inclusion
Dr. Tiffany Whitcomb, DVM, Associate Professor, Penn State University College of Medicine; Sarah E. Clark, DVM, DACLAM, Assistant Professor of Comparative Medicine, Penn State University College of Medicine; Jennifer L. Booth, DVM, MS, DACLAM, Assistant Professor of Comparative Medicine, Penn State University College of Medicine; Penny L. Devlin, MLAS, BS, AS, RLATg, ILAM Program Manager, Animal Resource Program, Penn State University College of Medicine; Stacey L. Carmo, BSN, RN, Standardized Patient Program Manager, Penn State University Health/Milton S. Hershey Medical Center’s Simulation Center
Regency C

3:30 - 4:30 p.m.
Creating Brave Spaces: Lessons Learned from the Inaugural Western Region Iverson Bell Summit
Suzie Kovacs, MSc, PhD, Assistant Professor, Epidemiology, Western University of Health Sciences College of Veterinary Medicine; Helen Engelke, BVSc, MPVM, DACVPM, MRCVSAssistant Professor, Veterinary Public Health Western University of Health Sciences College of Veterinary Medicine
Regency B

4:30 - 5:30 p.m.
Using a 40-hour Basic Mediation Course at Two Veterinary Colleges to Help Build Inclusive Leadership Teams
Kenita S. Rogers, DVM, MS, DACVIM, Executive Associate Dean and Director of Diversity & Inclusion, College of Veterinary Medicine & Biomedical Sciences, Texas A&M University; S. Kathleen Salisbury, DVM, MS, DACVS, Professor and Associate Dean for Academic Affairs, College of Veterinary Medicine, Purdue University; Willie Reed, DVM, PhD, Professor and Dean, College of Veterinary Medicine, Purdue University; Eleanor M. Green, DVM, DACVIM, DABVP, Carl B. King Dean of Veterinary Medicine, College of Veterinary Medicine & Biomedical Sciences, Texas A&M University
Regency B

4:30 - 5:30 p.m.
Using Intention, Desire and Imagination to achieve a Culture of Diversity and Wellbeing for your Organization
Dr. Quincy Hawley, DVM, CPC, Co-founder - Get MotiVETed, President - North Carolina Association of Minority Veterinarians
Regency C
EDUCATIONAL SESSIONS & PRESENTATIONS (CONTINUED)

SUNDAY, MARCH 10

8:30 - 10:00 a.m.
What About Joe? An Interactive Exploration of Interdisciplinary Team Dynamics
William Gilles, DVM, Director of WisCARES, UW-Madison; Elizabeth Alvarez, DVM, ABVP, Clinical Assistant Professor - Primary Care, UW-Madison; Bethany Howlett, MD, MPH, Family Medicine Physician, UW-Madison; Ruthanne Chun, DVM, DACVIM, Associate Dean for Clinical Affairs, UW-Madison
Columbia AB

8:00 - 8:30 a.m.
A Framework and Road Map to Embed Cultural Competence into Veterinary Curricula
Sanaa Zaki, PhD, BVSc, MANZCVS, GradCertEdStud, Senior Lecturer, Professional Practice Academic Advisor, DVM Admissions, SSVS, University of Sydney; Professor Jaime PhD, MSc, BEdBiolChem, Associate Professor, Wildlife & Animal Genetics & Genomics, Associate Dean Indigenous Strategy, SSVS, University of Sydney
Regency C

8:30 - 9:00 a.m.
Competency Based Admission: Numbers Alone Don’t Tell the Whole Story
Dr. Jacque Pelzer, MS, DVM, Director, Admissions and Student Support, Virginia Maryland College of Veterinary Medicine
Regency D

9:00 - 10:00 a.m.
The Academic Workforce in the 21st Century: who are we and where are we going?
Samantha Morello, DVM, DACVS; Clinical Associate Professor of Large Animal Surgery, University of Wisconsin-Madison; Laura Nelson, DVM, MS, DACVS, Associate Dean and Director of Academic Affairs, North Carolina State University; Susan Fubini, DVM, MS, DACVS, Associate Dean of Academic Affairs; Cornell University
Regency C

9:00 - 11:00 a.m.
Integrating Diverse Selves within Normative Frameworks: Strength-Based Approaches to Professional Identity, Employability and Resilience
Martin Cake, BSc, BVMS, PhD, Associate Dean - Learning and Teaching, Professor of Veterinary Anatomy, College of Veterinary Medicine, Murdoch University; Elizabeth Armitage-Chan, PhD, DipACVAA FHEA, subject lead for professional studies at the Royal Veterinary College, United Kingdom; Susan Matthew, PhD, BVSc, BSc(Vet), GradCertEdStud (HigherEd), Associate Professor and Associate Chair of Veterinary Medical Education at Washington State University; Professor Liz Mossop, BVM&S MMedSci (Clin Ed) PhD, FRCVS, Deputy Vice Chancellor for Student Development and Engagement, University of Lincoln, United Kingdom
Regency D

10:00 - 11:00 a.m.
I’ll Make You Famous - Approaching Career Development with Passion and Joy
Sandra San Miguel, DVM, PhD, Associate Dean of Engagement, Purdue University College of Veterinary Medicine
Columbia AB

10:00 a.m. - 12:00 p.m.
Storytelling for Personal Growth and Inclusive Excellence
Jaron L. Jones, PhD, Director, Diversity and Inclusion, University of Florida College of Veterinary Medicine
Regency C

11:00 - 11:30 a.m.
Developing Collaborative and Inclusive Teams: Way to Go Team
Dr. Jacque Pelzer, MS, DVM, Director, Admissions and Student Support, Virginia Maryland College of Veterinary Medicine; Dr. Jennifer L. Hodgson, BVSc [hons], DipVetPath, Diplomate ACVIM, GradCertEdStud, PhD, Associate Dean for Professional Programs, Virginia Maryland College of Veterinary Medicine
Columbia AB

11:30 - 12:00 p.m.
Development of Blockchain Based Digital Credential Framework for Competency Based Learning in the Veterinary Industry
Jason Johnson, DVM, MS, DCAT, Vice President and Dean, Lincoln Memorial University College of Veterinary Medicine
Regency D
Opportunities to Explore Veterinary Career Options with Special Emphasis on Veterinary Laboratory Diagnostics: New Approaches to Promote Diversity and Inclusion
Hemant Naikare, University of Georgia

Supporting Diversity and Inclusion through Faculty Training in Teaching Development
Courtney Vengrin, Iowa State University

Integration of Individual Student Advising into a Professional Veterinary Financial Education Program: Outcomes and Strategies for Implementation
Melinda Frye, Colorado State University

Collaboration and Partnerships: Key Components in Building a Hybrid Distributed Community-Based Veterinary Clinical Education Model
Stanley Robertson, Lincoln Memorial University

ToxMSDT: Enhancing Exposure of Underrepresented Minority Undergraduate Students to the Field of Toxicology
Ebony Gilbreath, Tuskegee University

Veterinary Medicine Summer Experience for Undergraduate Students: A Mechanism for Providing Relevant Work Experience for Underrepresented Undergraduate Students
Jessica Juarez, Iowa State University

Fostering a Diverse and Inclusive Veterinary Community Through Education and Awareness
Donnie Watkins, Louisiana State University

Using the Concept of One Health as a Means to Increase Intercultural Competence
Audrey Ruple, Purdue University

Building Inclusion with the Society of Toxicology
Marion Ehrich, Virginia Maryland College of Veterinary Medicine

Teaching the Science of Radiology Through Art: Effect of Visual Arts Training on Veterinary Student Radiographic Observation, Description and Interpretation Skills
Rachel S. Moon, Auburn University

Exploring Attitudes and Practices Regarding Vet Shopping among Veterinarians Practicing in Tri-State Appalachian Counties
Vinayak K. Nahar, Lincoln Memorial University, presented by Jason W. Johnson

The Impact of Visibility: A LGBTQ+ Veterinary Student, Faculty, Staff, Clinician, and Client Wellness Initiative
Tracy Witte, Auburn University, Presented by Paige Carmichael, DVM, PhD, DipACVP, University of Georgia

Factors Associated with Veterinary Students’ Evaluations of Veterinary College Instructions
Malathi Raghavan, Purdue University College of Veterinary Medicine

Welcome to Zanzibar: How Travel Influenced One Veterinary Student’s Perspective on Veterinary Medicine
Elan Armstrong, St. George’s School of Veterinary Medicine

Emotional Intelligence and Its Role in Fostering Diversity and Inclusion in Veterinary Medicine
Adria Rodriguez, St. George’s School of Veterinary Medicine

Early Development of Leadership Qualities in Veterinary Education Through Round Table Discussions
Atalie Delgado, B.S., DVM Candidate, Beth Favaloro, B.S., DVM Candidate, Adria Rodriguez, DVM, MSc, CVA, CVCH

Use of the Multi-theory Model (MTM) in Predicting Initiation and Sustenance of Stress Management Behaviors in Veterinary Students
Vinayak K. Nahar, Lincoln Memorial University-College of Veterinary Medicine, presented by Elizabeth C. Johnson
Scott E. Page

Social scientist and author Scott Page is one of the world’s leading experts on improving collective performance and decision-making through diversity.

Page’s key insight, as summarized in his official biographical materials: “Groups made up of intelligent people who are inwardly diverse – that is, who have different perspectives, mindsets and ways of solving problems – can make more accurate predictions and solve problems more effectively than groups of ‘experts.’”

His new book “The Model Thinker: What you Need to Know to Make Data Work for You” was published on November 27, 2018.

Other titles he has authored include “The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools and Societies” and “The Diversity Bonus: How Great Teams Pay Off in the Knowledge Economy.”

Page earned his PhD from Northwestern University in Managerial Economics and Decision Sciences.

Page is the Leonid Hurwicz Collegiate professor of Complex Systems, Economics and Political Science at the University of Michigan. He is also affiliated with the Santa Fe Institute, a world-renowned research center dedicated to using complexity science to solve human problems.

Kara L. Hall

Kara L. Hall, PhD, is a Health Scientist, the Director of the Science of Team Science (SciTS) Team, and Director of the Theories Initiative in the Health Behaviors Research Branch (HBRB) at the National Cancer Institute (NCI).

Dr. Hall has focused on advancing the SciTS field by developing new metrics, measures, and models for understanding and evaluating transdisciplinary research, collaboration, and training. She aims to facilitate team science programs and projects by advancing organizational supports (e.g., tenure and promotion policies), using innovative grant mechanisms, and developing tools to support scientists engaging in and studying team science.

While at the NCI, Dr. Hall has also focused on advancing dissemination and implementation research; promoting the use, testing, and development of health behavior theory; and championing systems science approaches, research methods, and intervention development.

Dr. Hall earned her MS degree and her PhD degree from the University of Rhode Island (URI) in psychology. She has also conducted several fellowships, including: URI Graduate Fellowship, URI Research Ethics Fellowship, American Cancer Society Postdoctoral Fellowship, and NCI Postdoctoral Cancer Research Training Award.
Scott Jascik

Scott Jascik, editor of Inside Higher Ed, is one of the nation’s most respected experts on issues in higher education. Inside Higher Ed is an online news-magazine with a circulation of 1.9 million readers that provides news, analysis and opinion on higher education. Jascik co-founded the widely followed online magazine in 2004 with two others, all of whom had been working with the Chronicle for Higher Education. Jascik served as editor of the Chronicle from 1999-2003.


He has served as a judge or screener for the National Magazine Awards, the Online Journalism Awards, the Folio Editorial Excellence Awards, and the Education Writers Association Awards. He is a member of the board of the Education Writers Association.


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AAVMC STAFF

Please feel free to contact any member of the AAVMC staff should you require any assistance during the conference.

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

UPCOMING MEETINGS

• AAVMC 2019 Summer Meeting
  August 3, 2019
  Washington, D.C.

• 2020 DEANS LEADERSHIP
  CONFERENCE
  January 16-18, 2020
  Naples, Florida

• 2020 ANNUAL CONFERENCE
  March 4-8, 2020
  Washington, D.C.

• AAVMC 2020 Summer Meeting
  August 1, 2020
  San Diego, California
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