2016 AVMA Economic Summit

The Role of Veterinary Colleges
In Reducing the Debt-to-Income Ratio

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Chief Executive Officer
Association of American Veterinary Medical Colleges
Debt-to-Income Ratio

Reduce Debt

- Scholarship endowment
- Financial literacy
- Advocacy to governments
- Minimize cost of borrowing
- 5-6 year DVM curriculum

Increase Income

- Career awareness
- Professional competencies
- Focus on preventive medicine
- Workplace on-boarding
- Practice ownership and entrepreneurship
Median Annual Tuition at US Colleges of Veterinary Medicine

- Non-Resident Tuition: Increase 120%
- Resident Tuition: Increase 150%
- Public Funding: Decrease 33%
Scholarship Endowment

• Colleges will work to grow their scholarship endowments and increase scholarship awards
• Collect data from all CVMs, share best practices, report metrics
• Consider a national campaign to raise new money for scholarships
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  • Average award available is $2,800
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• University of Florida Goal
  • Raise $100M in 10 years
  • Yield $4M, or $10K/student
  • New development officer
Financial Literacy

• Require all pre-vet applicants to complete a financial literacy interactive module
• Standardized financial report card from every school on VMCAS app
• Financial advisor available at every school with mandatory individual annual appointments
• Awareness and counseling of sources of funding, costs of education, salaries, budgeting, living expenses, managing debt
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• NCSU, UTK, MSU redeveloping their financial literacy program
• CFP at CSU developing a digital financial center for veterinary students
• AAVMC, SAVMA, ECDC studies in financial literacy, focus on gender income gap
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• AAVMC Financial Literacy Report and model curriculum
• AAVMC Cost Comparison Tool
• NAAHP, NASFAA, FASHP
FINANCIAL EDUCATION IS NOT WIDELY AVAILABLE

Absolute levels of financial literacy are low and financial literacy is slightly down since 2009

Percentage of respondents
- Who were offered financial education: 31% in 2009, 44% in 2012, 37% in 2015
- Whose parents/guardians taught them how to manage their finances: 42% in 2009, 39% in 2012, 37% in 2015

About the Report
The National Financial Capability Study (NFCS) focuses on four key components of financial capability: Making Ends Meet, Planning Ahead, Managing Financial Products, and Financial Knowledge and Decision Making. Data for the NFCS were collected from June to October 2015 through an online survey of 27,564 American adults (roughly 500 per state, plus the District of Columbia). This report includes comparisons to prior waves of the NFCS conducted in 2012 and 2009.

DEBT CONTINUES TO BE A PROBLEM FOR MANY AMERICANS

One in five Americans have unpaid medical debt

Four in ten respondents feel they have too much debt

If respondents had the opportunity to go through the process of taking out student loans again, would they change anything?

- Don't know: 18%
- Some change: 29%
- Make a change: 53%

Of credit card holders...
- 47% of Americans carry a credit card balance
- 22% have been contacted by a debt collection agency in the last year
### Financial Literacy for Veterinary Students

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<th>Year 3</th>
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<td>What does financial success mean to me?</td>
<td>Budgeting as a first year graduate</td>
<td>Risk management: health, life, disability insurance</td>
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<td>How to live within the “cost of attendance”</td>
<td>How to use credit and credit scores</td>
<td>Can I afford to do an internship?</td>
<td>Investments: How to get started</td>
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<td>Scholarship search techniques</td>
<td>Identity theft</td>
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<td>Student debt &amp; practice ownership</td>
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<td>How student debt affects career choices</td>
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<td>Tax advantages of student debt</td>
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<td>Introduction to Student Loan Repayment Tool</td>
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</table>
School: University of California - Davis
Total Resident Four-Year Tuition: $127,665.00
Total Non-Resident Four-Year Tuition: $139,910.00
Resident Four-Year Tuition Total With Interest: $151,625.77
Non-Resident Four-Year Tuition Total With Interest: $166,168.97
Average Freshman Scholarship Award: $11,905.10
Percentage of Students Receiving Scholarships: 97.4%
Average Resident Tuition Increase: 1.0%
Average Non-Resident Tuition Increase: 0.6%
Estimated Resident Loan Interest Accrued: $23,960.77
Estimated Non-Resident Loan Interest Accrued: $26,258.97
Can Establish Residency For Tuition Discount: Yes
FIRST (Financial Information, Resources, Services, and Tools)

FIRST for Students and Residents
The AAMC’s FIRST (Financial Information, Resources, Services, and Tools) program provides free resources to wise financial decisions by providing unbiased, reliable resources.

FIRST for Financial Aid Officers
The AAMC provides a wide range of resources and tools to help financial aid officers help their students.

FIRST for Pre-health Advisors
Find resources to help you show your advisees the importance of becoming informed consumers, financial literacy, financial decisions, and responsibly managing their student loan debt.
Advocacy to Governments

- Advocate at the federal level for legislation that would impact student loans (choice, flexibility, cost)
- Restore subsidies, abolish origination fees, reduce interest rates, no interest while in school
- State VMAs working with Congressional members in home districts to advocate for legislation
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- AVMA Issue Briefs on student aid programs
- AVMA CAN for 2017-2018
  - In the last six weeks nearly 140 letters were sent to lawmakers on Capitol Hill by veterinary advocates
- 2017 AVMA Fly-in: April 24-25
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- 2017 AVMA Fly-in: April 24-25
- FASHP ED to MED Campaign
- Public Service Loan Forgiveness Program (PSLF)
ED to MED Campaign

• **Lower interest rate caps** for graduate and professional students established by the Bipartisan Student Loan Certainty Act of 2013
• Reinstate the **in-school interest subsidy** for Federal Stafford Loans for graduate and professional students
• Preserve the continuation of **GradPLUS and Federal Perkins Loan** programs
• Invest in federal **public service scholarship and loan repayment** programs, such as the Public Service Loan Forgiveness Program
• Reduce administrative and financial burdens that **regulatory barriers** place on health professions schools and the students they educate
• Encourage prospective health professions students to pursue health professions education by maintaining low interest rates on federal graduate and professional loans
Public Service Loan Forgiveness

Federal Employee Awareness Campaign Day

- October 25, 2016 has been designated as Public Service Loan Forgiveness Program Federal Employee Awareness Campaign Day
- USDE Office of Federal Student Aid and Office of Personnel Management will host a Twitter chat from 3:00—4:00 p.m. EST to answer any questions about the program
- See what others are sharing about these efforts on Twitter through the hashtag #PSLFtoFEDS
- You can learn more about the Public Service Loan Forgiveness Program at https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service.
5-6 Year DVM Curriculum

• Commit to working on the development of a 5-6 year DVM program
• Review current curricula and identify ways to make it more efficient and decrease number of semesters
• Admit students into the program out of high school, get prerequisites done in undergrad and then admit to DVM program
The College of Veterinary Medicine is embarking on a process to reimagine the DVM curriculum. The goal outlined by Dean Baker is a learner-centered curriculum that prepares career-ready, high-value graduates and is attentive to costs to both students and the College. These goals were directly influenced by the College’s strategic planning process.
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• Career awareness
• Professional competencies
• Focus on preventive medicine
• Workplace on-boarding
• Practice ownership and entrepreneurship
Career awareness

• Reformulate in our heads what it means to be a veterinarian
• Get out of your own bubble, educate about opportunities to all ages of young people
• Promote the breadth of veterinary medicine as a career with many different pathways
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• VMCAS VSES – outreach to applicants and pre-applicants
• AAVMC ARC/NAAHP Prevet Advisor Initiative
• AAVMC VetCAN – Career Advisor Network
• AAVSB/NBVME/AVMA Video
Vet School Engagement System

- Customized monthly newsletters
- Tailored for academic status
  - High school
  - College
  - Pre-vet
- Different versions for
  - Students
  - Parents
  - Advisors
Careers in Public Practice

Join Drs. Rachel Cezar from USDA-APHIS & Valerie Ragan from VA-MD College of Veterinary Medicine as they discuss diversity through the lens of public practice!

Learn about employment opportunities and efforts to increase diversity in this practice area.

OCTOBER 3, 2016
4pm EDT

http://tinyurl.com/DiversityonAirS2-PublicPrac

Watch Live or Later!

Send Advance Questions to DiversityMatters@aavmc.org!
Professional competencies

• Structure clinical year with emphasis on Day 1 competencies and the ability to do the common things uncommonly well
• Increase ability to generate revenue sooner by increasing confidence and decreasing perceived need for internships
• Adopt VBMA core competencies in current curriculum
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- NAVMEC Professional Competencies
- VBMA Business Certificate Program
<table>
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<th>Professional Competencies</th>
<th>Description</th>
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<tbody>
<tr>
<td>Communication</td>
<td>Veterinarians sustain effective professional relationships and skillful, sensitive, appropriate communications with clients, colleagues, other healthcare professionals, and the public. They communicate effectively, using various methods in a variety of settings with the purpose of achieving the best outcomes/results.</td>
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<tr>
<td>Collaboration</td>
<td>Veterinarians serve integral roles in interdisciplinary teams to achieve success in business and optimal societal outcomes. They work as effective team members in interdisciplinary, multi-professional, and multicultural environments.</td>
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<tr>
<td>Management (self, team, system)</td>
<td>Veterinarians make effective choices to manage their professional and personal lives. They are aware of the challenges and the importance of making good work/life balance decisions. They are able to prioritize, coordinate, and effectively execute tasks and manage resources.</td>
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<tr>
<td>Lifelong learning, scholarship, value of research</td>
<td>Veterinarians recognize that research, which is based on the scientific method, leads to the generation of new knowledge that underpins the veterinary medical profession. They demonstrate a lifelong commitment to learning. They regularly ask questions and are able to review and analyze the validity of research findings. They apply new knowledge to problem solving and take an evidence-based approach to practice. They are committed to improving their knowledge, skills, and judgment. They participate in the creation, dissemination, translation, and adaptation of new knowledge to their work in order to maintain delivery of the highest quality service.</td>
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<tr>
<td>Leadership*</td>
<td>Veterinarians are proactive leaders in the profession and are recognized voices of authority in important areas, such as animal welfare and One Health medicine. They are committed to the health and welfare of animals and the protection of human health through ethical practice, professional self-regulation, legal compliance, and high personal standards of behavior and practice. They are guided by a code of ethics and law and a commitment to professional competence, appropriate attitudes and behavior, integrity, personal well-being, and the public good.</td>
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<td>Diversity** and multicultural awareness</td>
<td>Veterinarians demonstrate an understanding of the manner in which culture and belief systems impact delivery of veterinary medical care while recognizing and appropriately addressing biases in themselves, in others, and in the process of veterinary medical care delivery.</td>
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<td>Adapt to changing environments</td>
<td>Veterinarians recognize that they function within a continually changing physical, technological, economic, and societal environment. They demonstrate curiosity and flexibility when challenged with changing priorities and situations. A key attribute for veterinarians is their ability to quickly acquire technological expertise.</td>
</tr>
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</table>
Business Certificate Program

Business Leadership Skills
This category focuses on developing and leading an effective team through collaboration and communication skills.
CATEGORY 3

- Recruitment, hiring, and termination
- Presentation skills
- Listening skills
- Communication (with coworkers and clients)
- Delegation
- Responsibility and accountability
- Leadership
- Managing change
- Teamwork
- Conflict resolution
- Motivation
- Exam room skills

Career and Personal Development
This category focuses on preparing students to manage their career and personal finances.
CATEGORY 4

- Resumes and the CV
- Interviewing
- Networking how-to’s
- Internship and mentorship
- Career search and employment opportunities
- Continuing education
- Personal finance
- Personal investments
- Student debt
- Credit score
- Personal taxes
- Personal budgeting
Focus on preventive medicine

- Promote a positive culture of preventive medicine
- Use Partners for Healthy Pets toolkit to integrate preventive medicine and wellness programs into practice
- Use AVMA’s externship locator tool to engage students in preventive healthcare programs
- Integrate veterinarians into not-for-profit municipal shelters and collaborate on best practices for preventive care
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- PHP Preventative Care Certificate
  - 2000 participants since inception with over 400 completions; 97 starts and 35 completions this September
- Primary Care Veterinary Educators (PCVE) certificate program for instructors in partnership with Partners for Healthy Pets
Partners for Healthy Pets

Inactive Client Program

A proven program now utilized by over a thousand practices that brings inactive clients back into your practice.

Yes — you read that right!

Click here to learn more.
Primary Care Veterinary Educators’ Symposium

Thu, October 20, 2016 - Sun, October 23, 2016

The annual symposium, co-hosted by the University of Georgia College of Veterinary Medicine and the Mississippi State College of Veterinary Medicine offers presentations and networking opportunities designed to help primary care educators generate new ideas and develop more effective educational strategies. Topics will include presentations on what is happening at a number of
Practice ownership and Entrepreneurship

- Promote practice ownership, small business opportunities
- Change mindset from ownership to entrepreneurship
- Convene an Entrepreneurship Summit that includes students, recent graduates, practice owners, and industry
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- Convene an Entrepreneurship Summit that includes students, recent graduates, practice owners, and industry
- Facebook group promoting entrepreneurship
- Practice ownership rotations at Illinois, Georgia
- Live Oak Bank business externship
- AABP practice ownership workshops
- SAVMA Symposium collaborative workshops and lectures
Students can get a crash course in practice ownership

Posted Oct. 12, 2016

Veterinary students looking for in-depth business training can spend a week or more this summer learning from business and industry experts and having discussions related to financial topics and business ownership.

Since 2014, Live Oak Bank has hosted groups of five students at a time at its Wilmington, North Carolina, headquarters for a short-course on business ownership. The Veterinary Student Summer Program is designed to be a hands-on learning experience with real-life scenarios for the students who are selected to participate.

The goal is to engage participants in a variety of activities—all intended to elevate their business acumen, impart what it means to be a practice owner, and equip them with knowledge and skills to be successful at running a practice. Veterinary students have discussions with business experts on topics such as business finance, practice management, marketing, communications, leadership, business models, and lessons learned from the hundreds of veterinary practices the bank has financed.

The 2017 program sessions are as follows:

- One-week sessions: June 26-30 and July 10-14
- Two-week sessions: May 22-June 2 and July 31-Aug 11

The program is open to all veterinary students in good standing with their universities and the Veterinary Business Management Association. No business experience is required. The two-week program is designed especially for students who need the program to count for credit during the clinical phase of their training; however, any student in good standing can apply for those sessions. The program is overseen by a licensed veterinarian. Participation and lodging expenses are covered by Live Oak Bank.

The deadline to apply is Feb. 1, 2017. More information and the application form for the program can be found here.
COMMUNITY OF INTEREST

Fix-the-Debt Initiative
Join the Conversation... Coming Soon!

AAVMC News

Monday, September 19, 2016
AAVMC Introduces Web-based Educational Cost Comparison Tool

Wednesday, August 10, 2016
Saskatchewan's Freeman Assumes Leadership of AAVMC

Friday, June 24, 2016
New Leadership for AAVMC Leadership Academy

Monday, May 23, 2016
Texas A&M University College of Veterinary Medicine & Biomedical Sciences Wins 2016 AAVMC Excellence in Communications Award

Vet School News

OVC Pet Trust receives $2.5 million gift to create NEW cutting-edge surgical facilities at UofG's Ontario Veterinary College

Texas A&M Researchers Awarded Grant to Establish "Tissue Chip" Center

WARF Innovation Award Winners Take on Zika Outbreak, Airway Obstruction

DEXA scanner enhances body composition research in pets

Education and awareness vital to manage stresses of veterinary practice

Celebrating Dr. Charles W. "Doc" Graham, '53

2016 Purdue Veterinary Conference Attracts Strong Turnout

Quick Links

Education
Achieving Education Excellence

Recruitment
Recruit Exceptional Students

Diversity
Build Diversity in the Profession

One Health
Foster One Health

Research
Promote Discovery