




Association of American  
Veterinary Medical Colleges



# MEETING THE CHALLENGE

ANNUAL REPORT 2020



*What many of us in veterinary medicine saw looming  
on the horizon as a distinct possibility and  
worked hard to avert suddenly emerged as a  
brutal and destructive biological force.*

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AAVMC

*(2020 Board of Directors roster  
effective March 6, 2020)*



## MEETING THE CHALLENGE — ADAPTING FOR SUCCESS IN A PANDEMIC CHANGED WORLD

*The biggest task facing many organizations this year was how to conduct business as usual in a world that was anything but. Our transition to working in a pandemic-shocked environment was as seamless and efficient as it could possibly be.*

For much of the year leading up to the pandemic, we had been immersed in generating a new strategic plan, a process that made us inherently more adaptive and nimble. Like many D.C. based organizations, we had experience with teleworking. And we had made key investments in information technology that proved timely and beneficial.

As a result, our programs and services have been operating as normal since the onset of the emergency. Our fast and efficient transition to remote operations helped us focus more quickly on providing exceptional service for our members.

We presented our annual conference just in time in early March, but had to cancel our summer meeting, the PCVE and some regional events. The National Veterinary Scholars Program was seamlessly transitioned into the virtual Veterinary Summer Scholars Symposium (VSSS).

Significantly, we introduced an enterprise-wide wellbeing program designed to provide member services in an area made even more important by the COVID-19 pandemic. More on that elsewhere in this report.

There is no telling how much longer we must endure this challenging new status quo. But I can say with certainty we will continue to provide our members and our profession with the support and service they need throughout the duration.

This year's annual report is organized in accordance with our new strategic plan and demonstrates our ongoing efforts to analyze, catalyze and advocate. As you read through it, I hope you agree: we are meeting the challenge.




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

## AAVMC MEMBER INSTITUTIONS: PART OF THE SOLUTION

*Disruptive change is a concept we've all come to know over the past several years. But this pandemic has taken that expression to all new levels. What many of us in veterinary medicine saw looming on the horizon as a distinct possibility and worked hard to avert suddenly emerged as a brutal and destructive biological force.*

I'm proud to see how our colleges and schools have risen to meet this challenge. We've marshalled resources and modified our programs to conform with the dictates of this public health disaster. And we are helping address this threat in myriad ways.

We have surely been tested. But in the face of crisis, we have performed. In doing so, we have been reminded of the resourcefulness of our people, the strength of our colleges and universities, and the thoroughly resilient nature of our profession. And we have helped the world understand more about the vital role our profession plays in global health and wellbeing.

I'm confident we will emerge stronger and better prepared from the experience. But this tribulation has acutely demonstrated that zoonotic disease threats can no longer be ignored, for they are real, they can be devastating and they must be addressed. There is no more time for "kicking the can down the road."

I extend my sincere congratulations to you and your colleagues for all you have done to help deal with this pandemic disaster. I have immensely enjoyed my service on the leadership team and my years of experience with this wonderful organization.

The AAVMC is working on the forefront of a wonderful profession that will become even more essential in the years ahead. It has been an honor to serve, and here's hoping 2020-21 will be a kinder, gentler year.




**Dr. Michael Laimore, DVM, PhD**  
AAVMC President

**The COVID-19 pandemic changed everything...  
from work and education and transportation to  
eating and shopping and leisure.  
Soaring morbidities and mortalities  
overwhelmed the healthcare system. The  
global economy was shaken to its core.**

## **LESSONS LEARNED? WE THINK SO.**

*Many of us in academic veterinary medicine have long been dreading an event like this. We have known it was coming, and we have done our best to prevent it. And today, in the midst of this epic battle against a global pandemic, we find ourselves on the front lines of the fight.*

*Faculty at our member institutions are working closely with physicians, public health officials and scientists to provide COVID-19 diagnostic support, contain the threat and develop critically needed vaccines and treatments.*

*We will prevail, but in the end, there will be a terrible toll.*

*It is our deepest hope that the society we serve will emerge from this crisis with new levels of understanding and appreciation for the role veterinary medicine plays in protecting the world from zoonotic infectious disease – and provide our profession with the support we need to do it.*

*Three points to consider:*

*Meeting this challenge requires a One Health approach, one that focuses on what's happening at the interface of humans, animals and the environment. The U.S. Congress needs to pass the Advancing Emergency Preparedness Through One Health Act, which aligns resources and builds cooperation among secretariats like Health and Human Services, Homeland Security and Agriculture.*

*We need to protect and encourage greater collaboration among the international scientific community and remember their allegiance is to the creation of knowledge and facts, not nation-states or ideology. Viruses do not respect geopolitical borders. And there is no room for politics in fighting them.*

*We need to undertake a "Manhattan Project" scale effort to develop a rapid detection, response and mitigation program for future viral threats, one that can decode the attacking organism, elucidate the pathogenesis of disease, and create a safe, efficacious vaccine with at-scale manufacturing capacity fully in place.*

*A fix like this will certainly require vast amounts of money. But we have seen the spectacular disruption caused by COVID-19. The next outbreak – and there will be a next one – could be even worse. Our community stands ready to help.*



## Duty Prevails, Effectiveness Continues in Pandemic- Changed World

The AAVMC made a swift transition to remote operations in a pandemic-changed world and is working in many ways to help our members adapt and succeed.

The AAVMC has been monitoring the federal government response to the economic impacts of the pandemic emergency, advocating for members during the crisis, and sharing that information with stakeholders.

Government Affairs has been working closely with colleagues in counterparts on Capitol Hill to make sure the interests of academic veterinary medicine are considered. Issues range from financial support and educational debt to regulatory actions that impact the ability of AAVMC colleges and schools to provide diagnostic support.

Admissions and Recruitment has been working closely with admissions personnel at member institutions to ensure that the application/matriculation process is working smoothly.

Central administration has hosted weekly ZOOM meetings for deans and heads, where information is shared regarding important issues and events, problems are identified, and best practices are shared in a community forum environment.

We created working groups to help devise the best ways for doing things like reopening our teaching hospitals and resuming clinical education programs.

Some meetings and conferences have been cancelled; others have been reformatted and virtually presented. Information has been quickly shared with appropriate institution personnel via Connect, the web site and through other digital channels.

AAVMC officials continue to closely monitor the situation and work closely with member institutions to ensure proper continuity of operations and services.



## WHERE WE STAND:

*"Racism is a public health issue. Health professions education associations must come together to combat the injustice that denies people their humanity, jeopardizes their safety, and cheats them out of their best health. African Americans and other members of communities of color live with these threats daily.*

*Our vision is for academic veterinary medicine to be a trusted leader and valued partner in advancing health, which is affected by many different things besides disease. When we are confronted with a public health issue of such magnitude and consequence, we have an obligation to share information with our stakeholders that will help them become positive agents for change."*

*—Dr. Andrew T. Maccabe,  
DVM, MPH, JD,  
Chief Executive Officer, AAVMC  
President, Federation of  
Associations of Schools of the  
Health Professions (FASHP)*

# STOP RACISM

**And fissures in society caused by racism and inequity erupted and created a movement. People and organizations began taking a hard look at what they could do better.**



# PROGRAM HIGHLIGHTS

*Academic veterinary medicine is a trusted leader and valued partner in advancing health.*



## AAVMC Develops New Strategic Plan

Following a year-long, highly consultative process that solicited input from hundreds of stakeholders, the AAVMC has produced a new strategic plan.

Facilitated by Washington, D.C. based CHP Mintz, the process produced a product that preserves the AAVMC's established Analyze, Catalyze and Advocate operating paradigm, but is entirely reconceived.

"The plan aligns us more precisely than ever before with the needs and expectations of our stakeholders, and we believe it provides us with a roadmap to excellence during the years ahead," said AAVMC CEO Dr. Andrew T. Maccabe.

The new strategic plan recasts vision, mission, values and goals in a manner that positions the AAVMC for success and impact in the rapidly changing world of veterinary medicine. It sets direction, organizes workflows and informs resource allocation to ensure organizational performance and accountability.

The new vision statement is "Academic veterinary medicine is a trusted leader and valued partner in advancing health." The development of that vision statement led the AAVMC to retire its former tagline of "The Future of Veterinary Medicine" and adopt a new tagline: "Trusted Leader. Valued Partner. Advancing Health."

A new mission statement was also developed during the process: "AAVMC inspires innovation and promotes excellence in academic veterinary medicine worldwide."

The organization's core values were defined to include Integrity, Service, Diversity, Inclusion and Excellence.

The plan also includes a series of goals and objectives with highly articulated language to guide program direction, organizational performance and accountability. The AAVMC's organizational structure has also been reorganized to align with the new strategic plan.

*The new strategic plan recasts vision, mission, values and goals in a manner that positions the AAVMC for success and impact in the rapidly changing world of veterinary medicine. It sets direction, organizes workflows and informs resource allocation to ensure organizational performance and accountability.*

### Executive Leadership of FASHP Proves Timely

The AAVMC has always worked closely with the Federation of Associations of Schools in the Health Professions (FASHP), a group that was actually started by one of the founding leaders of the AAVMC more than 40 years ago.

The timing of AAVMC CEO Dr. Andrew T. Maccabe's two-year appointment as president of FASHP has provided a unique opportunity for the AAVMC and sister associations like the Association of American Medical Colleges and 14 others to communicate, collaborate and align strategy during the pandemic.

Sharing many common interests in values, professional education, and economics, association members have worked closely together on Capitol Hill, in sharing operational strategies during the pandemic and speaking with one voice concerning inequity, injustice and social unrest that has occurred since the pandemic erupted.

### AAVMC Welcomes Three New Members

The AAVMC welcomed three new members to the AAVMC, which brings membership to 53. They include the University of Arizona College of Veterinary Medicine (UA-CVM) the Long Island University College of Veterinary Medicine (LIU-CVM), and the University of Bristol Veterinary School.

The University of Bristol Veterinary School is part of a major research university located in the southwest area of the United Kingdom, about 100 miles west of London. The university received its Royal Charter in 1909 and enrolls about 22,000 students.

The Long Island University College of Veterinary Medicine will serve 400 students, with 100 in each class. The LIU-CVM will incorporate a distributed clinical education model that includes partnerships with more than 50 affiliates.

The University of Arizona College of Veterinary Medicine is structured upon a year-round curriculum that will graduate students in nine consecutive semesters over three years. Classes will include up to 110 students and the school will utilize a hybrid-distributive teaching model, which will include University of Arizona facilities and a network of more than 250 veterinary practices.





# ANNUAL CONFERENCE

*More than 300 registrants gathered for what was probably one of the last major in-person conferences held before the pandemic brought the world to a standstill.*



## 2020 Annual Conference Successfully Convened on Brink of Pandemic Shutdown

The AAVMC's 2020 Annual Conference and Iverson Bell Symposium was held March 6-8, 2020 in Washington, D.C. More than 300 registrants gathered for what was probably one of the last major in-person conferences held before the pandemic brought the world to a standstill.

On Thursday, March 5, 81 deans and other veterinary medical school representatives from 26 states conducted 156 meetings with Congressional members or staffers to discuss issues of importance to academic veterinary medicine.

COVID-19 awareness and concerns were top of mind during discussions with lawmakers, which focused on targeted programs such as the 2019 Advancing Emergency Preparedness Through One Health Act, the America Grows Act (for agricultural research) and Section 1433, Formula Funds for Animal Health and Disease Research.

The conference kicked off on Friday, March 6 with programming that included dozens of expert presentations, workshops and keynote speakers such as Jeff Selingo, a writer for the *Washington Post* and the *Chronicle of Higher Education*, who is the author of two *New York Times* best sellers.

Selingo spoke on how technological and societal changes are prompting changes in education and what that might look like long-term.

That human/technology interface theme resonated throughout the conference with sessions such as "Preparing Veterinary Graduates for a Changing Profession: Using Hackathons as a Vehicle to Teach Vital Professional Skills" and a "Use of Animals in Education Symposium."

The symposium examined both the benefits and limitations of using simulations, haptic training models, cadavers, or critically ill animals to teach veterinary medical skills, and how to objectively evaluate the effectiveness of different approaches.

New this year, award winners were introduced via compelling, professionally produced videos that profiled honorees.

Programming normally featured during the Iverson Bell Symposium, previously a biennial event, was factored into presentations throughout the meeting and will be every year from now on. The decision to make the Iverson Bell Symposium a part of every conference was made as a result of the realization that diversity and inclusion must infuse everything that AAVMC members do.

Keynote speaker Dr. Ashanti Johnson used her personal story, experience and empirical evidence to emphasize the benefits of diversity and inclusion in a talk on "Diversity, Equity and Belonging." Dr. Johnson is one of the first African American female chemical oceanographers in the U.S. and a leading expert on diversity in STEM.



(From left) Dr. Rustin Moore, dean of the Ohio State University College of Veterinary Medicine; Dr. Mark D. Stetter (Treasurer), dean of the Colorado State University College of Veterinary Medicine and Biomedical Sciences; Dr. Michael Lairmore (Past-President), dean of the UC Davis College of Veterinary Medicine; Dr. Mark Markel (President), dean of the University of Wisconsin School of Veterinary Medicine; Dr. Ruby Perry (Secretary), dean of the Tuskegee University College of Veterinary Medicine; Dr. Paul Lunn (President-Elect), dean of the North Carolina State University College of Veterinary Medicine; Dr. Greg Keefe, dean of Atlantic Veterinary College; AAVMC CEO Dr. Andrew T. Maccabe; and Dr. Sean Callanan, dean of the Ross University College of Veterinary Medicine. Not shown: Dr. Nigel Perkins, head of the School of Veterinary Science, University of Queensland; Dr. David W. Horohov, Department of Veterinary Science, University of Kentucky; Dr. Roger Fingland, executive associate dean at The Ohio State University College of Veterinary Medicine; Dr. Carolyn Henry, dean, University of Missouri College of Veterinary Medicine; and Dr. Tiffany Whitcomb, Penn State University College of Medicine, Department of Comparative Medicine.

# AWARD HONOREES



## 2019 AAVMC Distinguished Veterinary Teacher Award, Presented by Zoetis

*Dr. Jerome Masty*



Dr. Jerome Masty, an associate professor in the Department of Veterinary Biosciences at the Ohio State University College of Veterinary Medicine, is

the recipient of the 2019 AAVMC Distinguished Veterinary Teacher Award, presented by Zoetis.

The award, considered one of the most prestigious teaching awards in international academic veterinary medicine, recognizes excellence in professional veterinary medical education.

Dr. Masty is the recipient of numerous teaching awards at Ohio State, where he primarily teaches first-year gross anatomy, second-year neuroanatomy of the nervous system and three second-year elective classes in surgical anatomy, feline anatomy and neuroanatomy.

His research interests include the development of programmed self-instruction in veterinary anatomy and the role of brain-gut peptides in autonomic innervation of the gastrointestinal tract.

He earned a MS and PhD in veterinary anatomy and a Doctor of Veterinary Medicine (DVM), all from Purdue University.

*Sponsored by Zoetis*

**zoetis**

## 2020 AAVMC Excellence in Research Award

*Dr. Peter J. Havel*



Dr. Peter J. Havel from the University of California, Davis, College of Veterinary Medicine is the recipient of the 2020 AAVMC Excellence in Research Award. This

year's award is sponsored by Elanco.

Dr. Havel is a professor in the Department of Molecular Biosciences, School of Veterinary Medicine, and the Department of Nutrition at the University of California, Davis, where his research in the field of endocrinology and metabolism investigates the causes and consequences of obesity, type 2 diabetes and related metabolic diseases.

Dr. Havel's research has tackled issues important to both human and animal health and played an important role in understanding the regulation of glucose metabolism in diabetes and hypoglycemia.

He earned his BS in zoology from the University of Washington and a PhD in Endocrinology and Doctor of Veterinary Medicine (DVM) from the University of California, Davis.

*Sponsored by Elanco*

**Elanco**

## 2020 AAVMC Billy E. Hooper Award for Distinguished Service

*Dr. Eleanor Green*



Dr. Eleanor Green, the former Carl B. King Dean of Veterinary Medicine at Texas A&M University (TAMU), is the recipient of the 2020 AAVMC Billy E. Hooper Award for

Distinguished Service.

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

Dr. Green has a special interest in the future of veterinary medicine and the innovations that will help ensure a thriving profession. She completed her tenure as dean in June 2020 and has been named a senior advisor and consultant for the Animal Policy Group in Washington, D.C.

Dr. Green also had academic appointments at the University of Missouri, the University of Tennessee, the University of Florida, and Mississippi State University.

She is a diplomate of the American College of Veterinary Internal Medicine (ACVIM) and the American Board of Veterinary Practitioners (ABVP). Dr. Green received her BS from the University of Florida and DVM from Auburn University.

*Sponsored by AAVMC*

**AAVMC**



# AWARD HONOREES

## Senator John Melcher Leadership in Public Policy Award

*Dr. Glen Hoffsis*



Dr. Glen Hoffsis from the Lincoln Memorial College of Veterinary Medicine is the recipient of the 2020 Senator John Melcher, DVM Leadership in Public

Policy Award. The 2020 award is sponsored by the Animal Policy Group.

The award, established in 2007, recognizes leadership in public policy that advances veterinary medical education and success in advocating for veterinary medical education on a national or international scale.

Hoffsis has served as dean of three veterinary medical colleges. He was founding dean of the Lincoln Memorial University (LMU) College of Veterinary Medicine, and he served as dean of the University of Florida College of Veterinary Medicine and The Ohio State University College of Veterinary Medicine.

He earned a BS in animal science, MS in internal medicine and his DVM, all from The Ohio State University. He is a diplomate of the American College of Veterinary Internal Medicine (ACVIM).

**Sponsored by The Animal Policy Group**



## 2020 Iverson Bell Award

*Dr. Jaime Gongora*



Dr. Jaime Gongora from the Sydney School of Veterinary Science (SSVS) at the University of Sydney is one of two joint recipients of the 2020 Iverson Bell Award.

The award was sponsored by Elanco.

The award is presented in recognition of outstanding leadership and contributions in promoting opportunities for under-represented minorities in veterinary medical education.

Dr. Gongora is an associate professor in animal and wildlife genetics and genomics at SSVS and associate dean for Indigenous strategy and services for the Faculty of Science.

Dr. Gongora's contributions span the areas of cultural competence, curriculum development, student support and fostering programs and collaborative research with Australia's historically disadvantaged Indigenous population.

Dr. Gongora earned a bachelor of education in biology and chemistry from Libre University, Colombia, a master's degree in biology from Pontificia Javerina University, Colombia, and a PhD in animal genetics from the University of Sydney, Australia.

**Sponsored by Elanco**



## 2020 Iverson Bell Award

*Dr. Sandra San Miguel*



Dr. Sandra San Miguel from the Purdue University College of Veterinary Medicine is one of two joint recipients of the 2020 Iverson Bell Award. This

award is sponsored by Banfield.

Dr. San Miguel is associate dean for engagement and a faculty member in the Department of Veterinary Clinical Sciences at Purdue. She has created a number of NIH-funded programs designed to help diversify the veterinarian-scientist workforce.

She co-edited *Navigating Diversity and Inclusion in Veterinary Medicine*, the first book of its kind in veterinary medicine, and helped establish Purdue's national Center of Excellence for Diversity and Inclusion in Veterinary Medicine certificate program.

She earned her master's, doctoral and DVM degrees from Purdue and she is a diplomate emeritus of the American Board of Veterinary Practitioners (ABVP).

**Sponsored by Banfield Animal Hospital**



# AWARD HONOREES



## AAVMC Presidential Award for Meritorious Service

In recognition of the historic work in academic veterinary medicine which has been accomplished by the Competency Based Veterinary Education (CBVE) Working Group, the AAVMC Board of Directors honored them with a 2020 Presidential Award for Meritorious Service.

**Dr. Harold Bok**  
Utrecht University

**Dr. Kristin Chaney**  
Texas A&M University

**Dr. Jared Danielson**  
Iowa State University

**Dr. Jennie Hodgson**  
Virginia-Maryland College  
of Veterinary Medicine

**Dr. Jan Ilkiw**  
University of California – Davis

**Dr. Susan Matthew**  
Washington State University

**Dr. Stephen May**  
Royal Veterinary College

**Dr. Laura Molgaard**  
University of Minnesota

**Dr. Emma Read**  
The Ohio State University

**Dr. Bonnie Rush**  
Kansas State University

**Dr. Kathy Salisbury**  
Purdue University

**Dr. Jody Frost**  
Consultant



## Two individuals were honored with 2020 AAVMC Presidential Awards for Meritorious Service in recognition of their work with the AAVMC Leadership Academy

### **Dr. Darcy Shaw**



Dr. Shaw is professor emeritus of small animal internal medicine in the Department of Companion Animals, Atlantic Veterinary College (AVC), University of Prince Edward Island, Canada. Over his 30 plus years as a veterinarian, Darcy has held leadership positions such as Teaching Hospital Director, Department Chair and Associate Dean of Professional Services, and is a Past President (2000-2001) of the Canadian Veterinary Medical Association. Darcy helped establish the communication skills teaching program at the AVC. He is a regular trainer for the Institute for Healthcare Communication in the annual veterinary faculty development train-the-trainer program. He is a certified facilitator for the Center for Courage and Renewal and co-facilitates an annual retreat for leaders in veterinary medicine. Over his career, Darcy has developed a deep appreciation for the dedication and passion of people within the veterinary community and the compelling need to work and lead with integrity and authenticity.

### **Dr. Karen Cornell**



Dr. Cornell is a professor and the Associate Dean for Professional Programs at Texas A&M College of Veterinary Medicine and Biomedical Sciences, a faculty she joined in 2016. Karen is a diplomate of the American College of Veterinary Surgeons (ACVS) and a member of the ACVS Board of Regents. She is a two-time recipient of the Carl Norden-Pfizer Distinguished Teaching Award and in 2011 she was named a Josiah Meigs Distinguished Teaching Professor, the highest award for teaching at the University of Georgia. Karen became involved with communication training in 2003 when she was a participant in the first Bayer Communication Project train-the-trainer program for veterinary faculty and has continued to teach through the Institute for Healthcare Communication. Dr. Cornell graduated from Purdue's College of Veterinary Medicine and after two years in private practice returned to Purdue where she completed an internship, small animal surgery residency and PhD.



# THOUGHT LEADERSHIP & ADVOCACY

*Building engagement through actual and virtual communities, the AAVMC helped members organize and focus collective effort on compelling issues and opportunities.*



## Deans Leadership Conference Presented in January 2020

The AAVMC 2020 Deans Leadership Conference in Naples, Florida, January 16-18 featured one of the highest attendance levels in history.

Held since the 1980s, the conference provides an opportunity for deans to consider and address the issues, opportunities and challenges shaping the future of academic veterinary medicine.

The meeting featured presentations and discussions on a variety of topics, including transdisciplinary engagement and technology transfer, third party rankings, accreditation, and the Veterinary Futures Commission.

## Enterprise-wide Focus on Diversity, Equity and Inclusion (DEI) Continues

Given recent events in the United States, the AAVMC is looking at ways to further elevate its historically strong programs in diversity and inclusion and actively mitigate all forms of racism in academic veterinary medicine.

Specific progress points can be seen in other parts of this report. But recent events have created an inflection point in the long AAVMC history of working to promote diversity, equity and inclusion.

The AAVMC is evolving from an organization that works to promote and achieve DEI in academic veterinary medicine to one that is actively working to eliminate racism, according to CEO Dr. Andrew T. Maccabe.

## Annual Statistical Portrait of Academic Veterinary Medicine Produced

The 2019-20 version of the Annual Data Report was published in the spring. Constructed from the enormous datasets collected during the annual Comparative Data Report (CDR) project, the ADR presents the public with a comprehensive statistical portrait of the world of academic veterinary medicine.

Data is available on enrollment, diversity, applicants, tuition and debt, personnel, budget, and other areas. The report is produced on a dynamic, interactive software platform that enables users to explore information based upon specific areas of interest in academic veterinary medicine.

## CONNECT System Organizing, Supporting AAVMC's Academic Community

Judicious investments in information technology have always played a key role in helping the AAVMC create and deliver quality services for our members.



But the installation of our new Connect system has introduced timely benefits and capacity that have proven especially helpful during the pandemic.

The powerful, versatile, password protected digital ecosystem enables us to create focus-oriented communities of interest, streamline communications, warehouse important documents, and support other business operations.

We have now created 34 active communities of interest, each staffed by an AAVMC program officer.

Our CONNECT system is bringing people together and helping inspire, shape, and share ideas that move us all forward.

### Systems-Based Wellbeing Program Introduced

The AAVMC has developed a systems-based wellbeing initiative to help member institutions create environments that optimize wellbeing on campus.

Systems-based programs can provide college leaders and community members with the tools they need to create organizational change and reinforce a “culture of wellbeing” in a high-intensity profession, according to Director for Wellbeing Makenzie Peterson (see story page 14).

While the need for this type of program has been widely recognized among academic communities within the health professions, it is especially important as our member institutions cope with the pandemic.

True community wellbeing is often the result of intentional behaviors and strategic actions, according to Peterson. The preventative, systems based approach aims to support all members of the veterinary education community, including students, staff, residents/ interns, and faculty.

Peterson can work with member institution representatives to help identify and prioritize wellbeing needs and goals, and provide outreach and education material. Peterson has also begun developing a series of monographs focusing on important issues and practices in wellbeing.

### AAVMC, APLU Establish Gene Editing Task Force

The Association of Public and Land-grant Universities (APLU) and the AAVMC established a Gene Editing Task Force. The 11-person group of scientists and industry leaders are mapping out recommendations for regulating this emerging technology in animal agriculture.

“This is a very promising area of biotechnology that has the potential to unleash enormous progress in terms of food production and security,” said Dr. Noelle Cockett, President of Utah State University and a renowned geneticist who is leading the task force.

The need for a task force rose from a September 2019 symposium organized by the APLU and the AAVMC. Participants concluded that the technology has vast potential for limiting disease and increasing productivity, but said appropriate regulatory processes need to be more thoroughly considered.

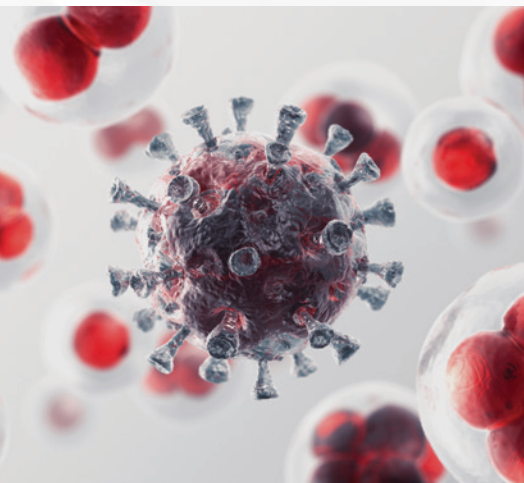
Currently the Food and Drug Administration regulates genetic work on food animals as an “animal drug” and the USDA regulates these technologies with crops. Many experts believe USDA should regulate both.

### Guidelines for Service Dog Access to Veterinary Teaching Facilities

The AAVMC published guidance on ADA compliant standards and protocols for dealing with service animals in clinical facilities on our member institution campuses.

The policy helped resolve an issue complicated by varying interpretations of the term “service animal” and ensure the needs of individuals requiring service animal support were properly considered and addressed in a veterinary teaching hospital environment.





## Wisconsin Earns Epic Global Media Coverage for Academic Veterinary Medicine During Super Bowl Spot

An estimated 100 million people got a glimpse of modern academic veterinary medicine when a grateful client at the University of Wisconsin School of Veterinary Medicine's UW Veterinary Care funded a commercial spot during Super Bowl 54.

WeatherTech Founder and CEO David MacNeil supported the compelling spot which featured his pet Golden Retriever who was suffering from a cancerous tumor on his heart.

"We wanted to use the biggest stage possible to highlight Scout's story and these incredible breakthroughs, which are not just limited to helping dogs and pets," said MacNeil.

## "Brand Refresh" Accents New Strategic Plan

The AAVMC has "refreshed" its brand to complement the development and introduction of a new strategic plan.

The changes are iterative and structured upon existing graphic design conventions, but embrace a new "Trusted Leader, Valued Partner, Advancing Health" tagline and project a crisp, more dynamic identity, according to Chief Communications Officer Jeff Douglas.

"We believe the new logo better projects the sense of leadership, strength and achievement our stakeholders have come to expect from the AAVMC," said Douglas.

## 2019 Primary Care Symposium Held at Washington State

The 2019 Primary Care Veterinary Educators Symposium was held in September 2019 at Washington State University. The meeting, which focuses on professional development for instructional personnel working in clinical care, was attended by more than 80 representatives from 41 different colleges and schools.

## Veterinary Service Grant Program (VSGP) Continues Focus on Underserved Regions

Almost \$2 million in proposals from seven AAVMC member institution colleges of veterinary medicine and one affiliate were funded during the most recent distribution of Veterinary Service Grant Program (VSGP) Awards.

Those include the University of Illinois, Iowa State University, Kansas State University, the University of Kentucky (affiliate), the University of Missouri, Oklahoma State University, Lincoln Memorial University and the Virginia-Maryland College of Veterinary Medicine.

## The Future of Veterinary Medicine Report

The AAVMC and the AVMA collaborated on the development of a major report identifying emerging trends expected to affect the veterinary profession during the next generation.

The *Future of Veterinary Medicine* report was published following four face-to-face working sessions and more than a year-and-a-half of research and investigation by the commission's members, comprised of experts from academia, clinical practice and leadership positions within the profession.

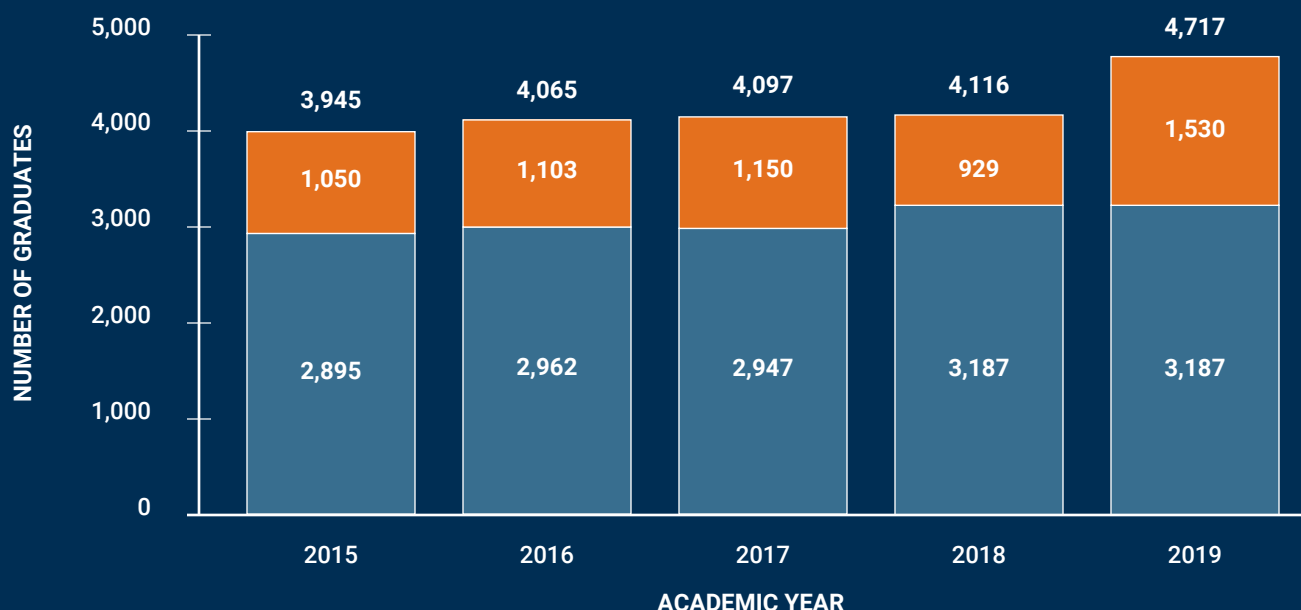
## "Outbreak: Epidemics in a Connected World" Legislative Briefing on Capitol Hill

As alarm bells began to clang about the emerging pandemic threat, legislators and staffers packed an AAVMC/AVMA/One Health Commission briefing on Capitol Hill in late January. The briefing had been scheduled before the emerging epidemic hit the headlines.

Two briefings were held, one in the House and one in the Senate office buildings. Congressional Veterinary Caucus Co-Chairs Drs. Ted Yoho (R-Florida) and Kurt Schrader (D-Oregon) participated.

Sponsored by the U.S. One Health Commission, the AAVMC, and the AVMA, the briefings also featured

 U.S. Colleges  International Colleges



former FDA-CVM Director Dr. Bernadette Dunham, who is now with the George Washington University Milken Institute School of Public Health.

Dr. Daniel Lucey, Senior Scholar at the O'Neil Institute for National and Global Health Law at Georgetown University and Adjunct Professor of Medicine - Infectious Diseases at the Georgetown University Medical Center also spoke.

## New Staff Members: Cantner New Director for Professional Development



Dr. Caroline Cantner is Director for Professional Development. Cantner brings five years of association experience through her work as the AVMA's Assistant

Director for Student Initiatives, Western Region. During her tenure with AVMA, she provided support to the colleges of

veterinary medicine in her region and managed a student grant for all 37 SAVMA chapters, as well as the AVMA's Veterinary Educator Professional Development Grant.

Cantner also provided primary AVMA staff support to the Veterinary Debt Initiative (VDI) and has spoken on related topics at veterinary medical schools, conferences, and webinars.

Cantner earned her BA in Government from Dartmouth College. She interned on the House Committee for Education and the Workforce, served as an AmeriCorps member and worked for a Pennsylvania State Senator prior to transitioning to a career in veterinary medicine.

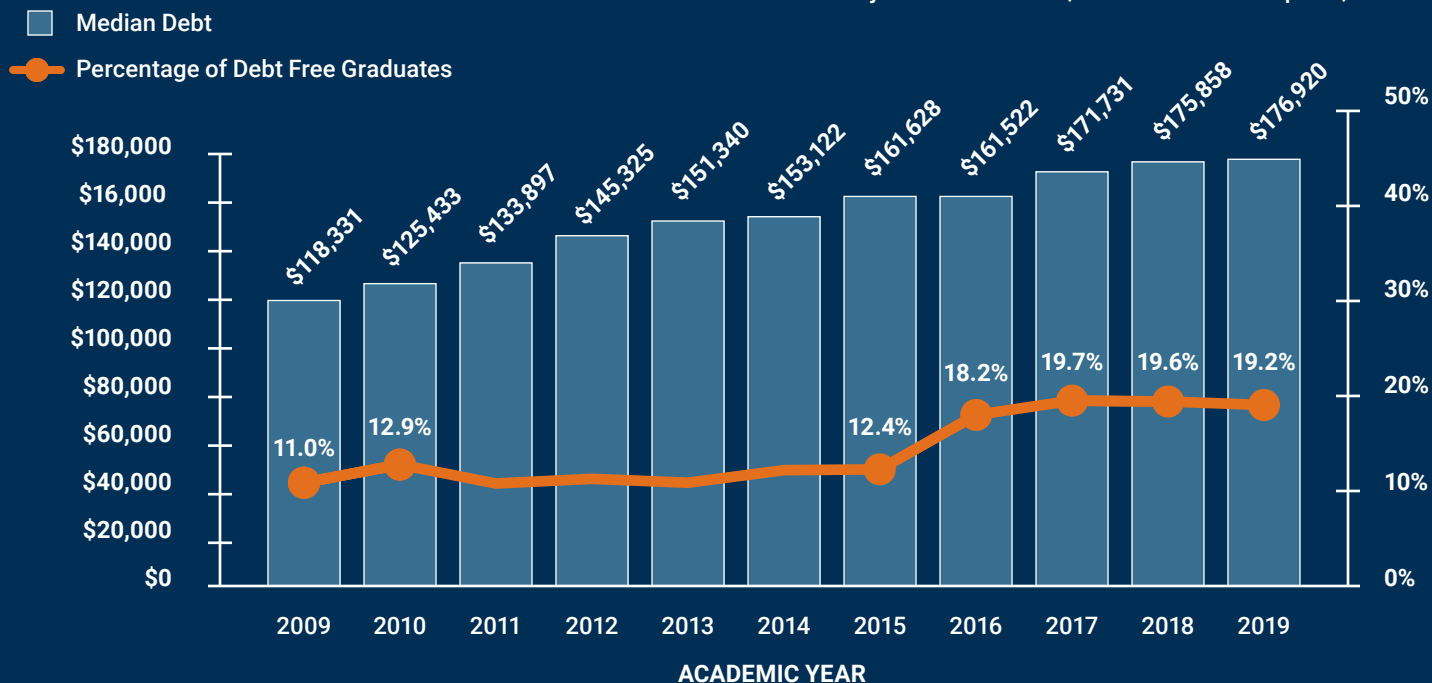
She completed a post-baccalaureate program at Bryn Mawr College and received her VMD from the University of Pennsylvania. Dr. Cantner's portfolio includes leadership in academia, the Council for International Veterinary Medical Education, and other programs.

*We need to undertake a "Manhattan Project" scale effort to develop a rapid detection, response and mitigation program for future viral threats, one that can decode the attacking organism, elucidate the pathogenesis of disease, and create a safe, efficacious vaccine with at-scale manufacturing capacity fully in place.*

# AAVMC DataPoints >>>

## Median Debt of Indebted Graduates, Shown with Percentage of Debt-Free Graduates

U.S. Colleges of Veterinary Medicine  
Adjusted for Inflation, AAVMC Internal Reports, 2009-2019



### Dabdub New Director for Admissions and Recruitment Affairs



Diana Dabdub is Director for Admissions and Recruitment Affairs. Dabdub brings over 19 years of association management experience to her job and comes to

the AAVMC from the American Society of Health-System Pharmacists (ASHP).

She leads programs and initiatives related to admissions and recruitment activities at AAVMC member institutions and serves as project manager/staff liaison on special projects that support the AAVMC's strategic goals. This includes serving as director of the Veterinary Medical College Application Service (VMCAS) and generating admissions and recruitment-related data and reports to support and enhance the activities of AAVMC member institutions.

Dabdub earned a BS in Economics from the University of Pennsylvania Wharton School of Business. She is a member of the American Society of Association Executives (ASAE), and was selected as the ASAE Diversity Executive Leadership Program (DELP) Scholar for the class of 2009-2011. In 2016, Diana was selected as a Forty Under 40 Honoree from the Association Forum and USAE.

### Peterson New Director for Wellbeing



Makenzie Peterson is the Director for Wellbeing. Peterson formerly served as Wellbeing Program Director at the Cornell University College of Veterinary Medicine and

as Vice Chair of the Veterinary Mental Health Practitioners (VMHP), now renamed the Academic Veterinary Wellbeing Professionals (AVWP).

Her duties include catalyzing the development of a wellbeing initiatives for academic veterinary medicine and working with mental health professionals at all member institutions to develop outreach and other programs that enhance the wellbeing of faculty, staff and students.

She formerly served as a health specialist for an MIT/Harvard-sponsored start-up based in Harvard Business School's Innovation Lab.

Peterson earned a BS in International Studies and a MS in health promotion and health education from the University of Utah. She plans to complete her Doctorate of Social Work (DSW) from the University of Southern California in 2022.

# INSPIRING & RECRUITING NEW GENERATIONS OF VETERINARIANS



*The AAVMC is working with members to recruit and educate new generations of veterinarians to practice in a branch of medicine becoming more and more important to society every year.*

## Diversity, Equity and Inclusion Remains Top-Level Goal in Recruiting

AAVMC programs designed to ensure diversity, equity and inclusion in the profession are reaping results in recruitment and matriculation.

Racially/ethnically diverse students from under-represented groups now make up 21.1 percent of students enrolled in DVM programs in the United States, up from 13.5 percent in 2014.

The AAVMC works to achieve its goals in admissions and recruitment through career fairs, presentations at key diversity meetings and conferences, working with members to develop URVM recruitment and retention strategies, helping lead students through the application process.

## Admissions and Recruitment Demonstrates Strong Interest in Veterinary Medical Careers

The number of applicants applying to member institutions through VMCAS remains strong.

A total of 8,645 students applied for seats in the Class of 2024 (up 6%) and they submitted 41,722 applications for an average of 4.83 schools per applicant. During the VMCAS 2020 cycle, there were 181 fee reimbursements issued for a total of \$38,915.

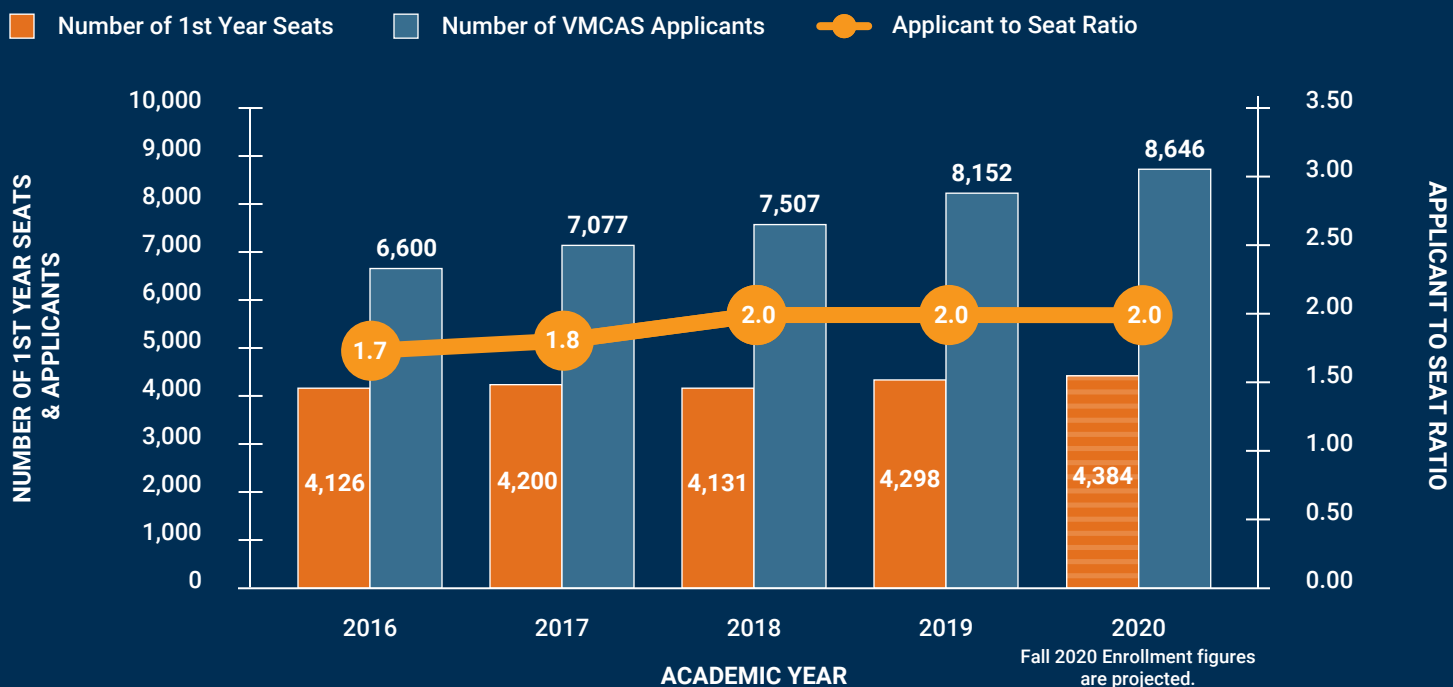
Last year, the number of applicants rose about six percent over the prior year. During the previous two years we experienced a six percent year-over-year increase.

This year, the AAVMC opened the VMCAS application cycle on January 22, 2020, four months earlier than usual. Strong demand continues despite the pandemic. As of mid-summer, almost 15,000 applicants had initiated the application process.

AAVMC Director for Admissions and Recruitment Diana Dabdub presented a cycle-long series of webinars and other virtual events designed to inform and assist prospective students, applicants and advisors.

Throughout the cycle, about 2,000 applicants and more than 260 advisors have been reached through more than ten webinars and virtual events.





### Virtual Career Fairs Proving Successful Formula

For job seekers, virtual career fairs are a great way to review job opportunities without the cost or inconvenience of travel. For employers, they're a quick and efficient way to identify and reach out to top-quality candidates.

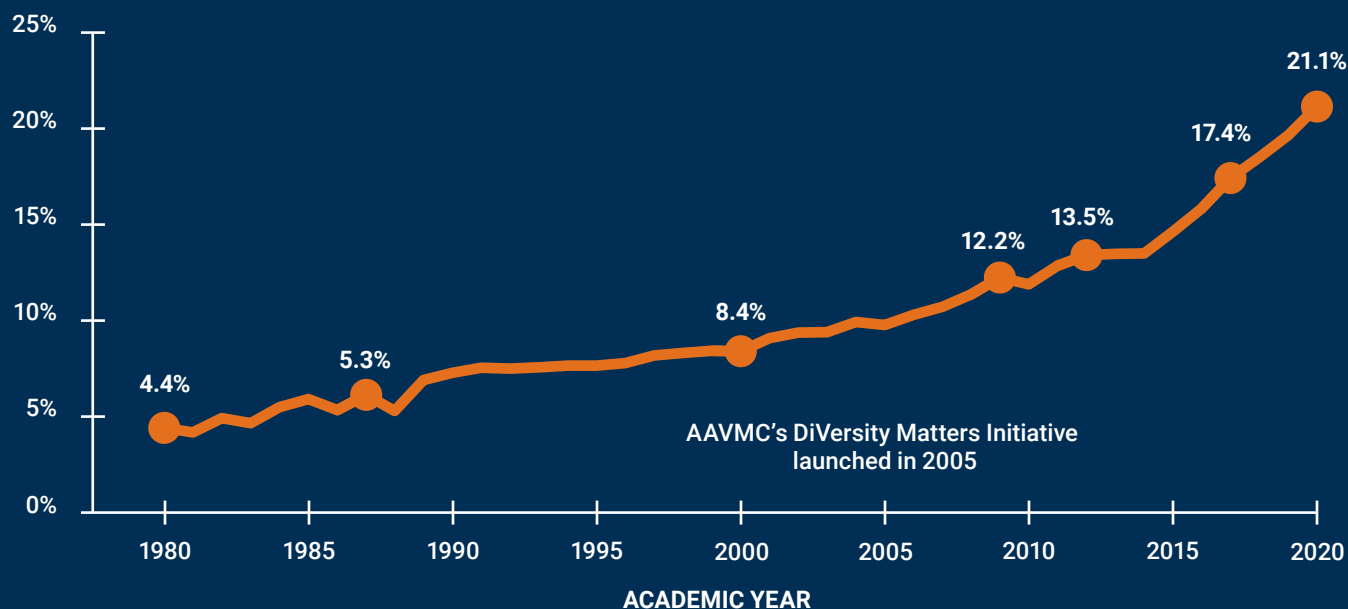
The AAVMC's Veterinary Career Advisor Network is programming DVM Virtual Career Fairs for job-seeking students and alumni from AAVMC member institutions on a periodic basis.

### Zoetis Scholarship Program Supports 315 Students

Zoetis has awarded \$630,000 in scholarship funds to 315 second and third-year veterinary students at 33 colleges of veterinary medicine through the Zoetis Veterinary Student Scholarship Program for 2020. Each scholarship award is valued at \$2,000. The AAVMC has again partnered with Zoetis in the administration of the program.

Now in its eleventh academic year, the program has awarded \$7.3 million, helping to offset education expenses for more than 3,600 veterinary students. More than 1,200 applicants from universities throughout the United States and Caribbean were evaluated for academic excellence, financial need, diversity, leadership and career interest.

**zoetis**



## 2020 Cost Comparison Tool Introduced

The AAVMC's Cost Comparison Tool was updated for 2020. Created in 2017 to help applicants make more informed decisions about pursuing their professional education, the online, interactive tool contains comprehensive datasets concerning tuition, cost of living, scholarship resources and other valuable information.

The 2020 version includes information about 30 U.S. and 11 international colleges and schools of veterinary medicine, according to AAVMC Senior Director for Institutional Research and Diversity Dr. Lisa Greenhill.

Site visitors can access:

- Total cost of attendance for the Class of 2020
- Amount of college based scholarship aid available to DVM students
- Whether institutions allow students to establish residency
- Median debt for the most recent graduating class (2019)
- First-year tuition for current first years

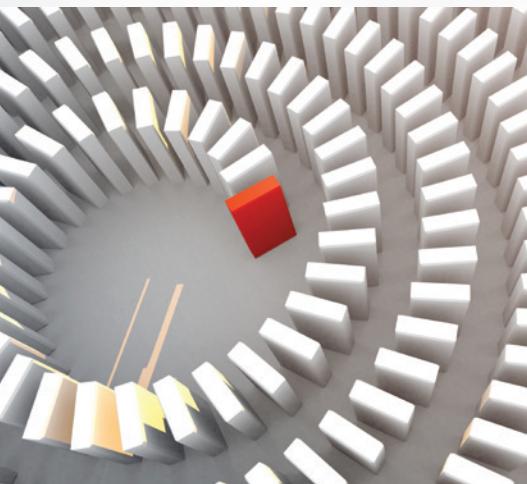
The 2020 version also includes the total percentage tuition increased for the Class of 2020 for each institution.





# BUILDING A PIPELINE OF FUTURE SCHOLARS & LEADERS

*Providing professional development opportunities for faculty, academic staff and administrators to help them develop as scholars and leaders is helping ensure a strong profession for future generations.*



## Diversity Matters Initiative Reaping Dividends

A concerted effort across academic veterinary medicine to achieve a more diverse and inclusive educational environment seems to be paying off.

Racially/ethnically diverse students from under-represented groups now make up 21.1 percent of students enrolled in DVM programs in the United States. That's up from 13.5% in 2014.

"There's not a single strategy responsible for this, but certainly a collection of different activities," said AAVMC Senior Director for Institutional Research and Diversity Dr. Lisa Greenhill.

"More colleges are engaged in active recruiting of and general outreach to URVM applicants," she said. "Also, the evolution of admissions practices to more holistic methods has resulted in more offers of admission being made to URVM students."

In 2005, the AAVMC launched the DiVersity Matters program, led by Dr. Greenhill, to advocate for the recruitment and retention of under-represented persons as students and faculty and ultimately foster their success in veterinary medicine.

## Leadership Academy Focused on Creating Better Future for Profession

Our 2019-20 Veterinary Leadership Academy continues to demonstrate its value in academic veterinary medicine. Established in 2012, the academy is made possible through the generous support of Elanco.

Over the course of the year-long program, academy members studied the nature of leadership excellence through three different workshops located around the country.

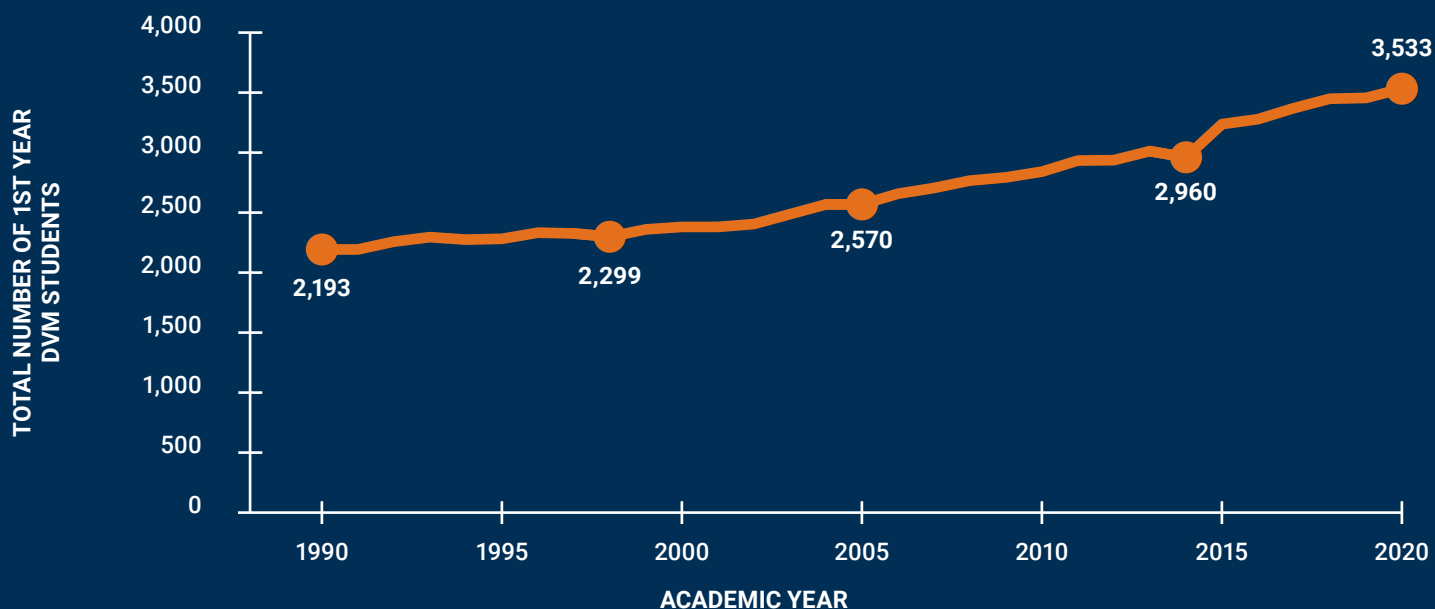
The academy met for three multi-day sessions in Indianapolis, Indiana; College Station, Texas; and Washington, D.C.

Leadership Academy participation is limited to faculty and staff at AAVMC member institutions.

## Bagley Named AAVMC Leadership Academy Director

Dr. Rod Bagley from Iowa State University is the new director of the AAVMC's 2020-21 Leadership Academy.

Dr. Bagley is a professor and chair of the Department of Veterinary Clinical Sciences at Iowa State's College of Veterinary Medicine, where he also directs the university's Emerging Leaders Academy.



"The leadership academy provides a platform to keep our profession strong and thriving for the future," said Dr. Bagley. "Being able to support our profession in this way is both humbling and rewarding."

### Use of Animals in Education Symposium

The use of animals in veterinary medical education is a necessary but sometimes controversial practice. New technology and emerging practices have enabled AAVMC member institutions to reduce their use, and the trend continues.

A "Use of Animals in Education" symposium was held during one afternoon at the annual conference. The symposium examined both the benefits and limitations of using simulations, haptic training models, cadavers, or critically ill animals to teach veterinary medical skills, and how to

objectively evaluate the effectiveness of different approaches.

Dr. Philp Nelson, dean of the Western School of Health Sciences College of Veterinary Medicine, spoke about his school's policy that no animals will be harmed or die as part of their educational programs.

AAVMC President-elect Paul Lunn, dean of the college of veterinary medicine at North Carolina State University, discussed the need to be vigilant in making sure animals are only used ethically and with careful, balanced consideration.

"I think we're at a time where we have an opportunity to exercise careful scrutiny and evaluate whether we're really following best practice," he said.

The symposium was chaired by Dr. Dean Hendrickson, associate dean at the Colorado State University College of Veterinary Medicine and Biomedical Sciences.

*The timing of AAVMC CEO Dr. Andrew T. Maccabe's two-year appointment as president of FASHP has provided a unique opportunity for the AAVMC and sister associations like the Association of American Medical Colleges and 14 others to communicate, collaborate and align strategy during the pandemic.*



*The powerful, versatile, password protected digital ecosystem called "Connect" enables us to create focus-oriented communities of interest, streamline communications, warehouse important documents, and support other business operations.*

### **Diversity, Equity and Inclusion (DEI) Programs Earn National Recognition**

Efforts to infuse our association and our member base with awareness and strategies for achieving more diverse, equitable and inclusive environments have earned professional recognition for excellence.

Two AAVMC member institutions were awarded 2019 Health Professions Higher Education Excellence in Diversity (HEED) Awards. Texas A&M and Ohio State. The Heed Award is the only national honor recognizing U.S. health professions schools that demonstrate an outstanding commitment to diversity and inclusion.

In late 2019, COO Dotty Gray accepted an American Society of Association Executives "Power of A" Silver Award on behalf of the AAVMC for its DiVersityMatters program. This is the first national award the AAVMC has earned from the 44,000 member, 7,400 organization association.

### **DEI Inventories Created for Organizational Culture, Conferences**

Most understand the need and the benefits of ensuring diversity, equity and inclusion (DEI) within organizational culture and at meetings and conferences. But developing approaches to doing that has been largely accomplished on an "ad hoc" basis.

Under the leadership of AAVMC Senior Director for Institutional Research and Diversity Dr. Lisa Greenhill, the AAVMC has created tools to help members assess and improve operating environments on campus and at meetings and conferences.

These tools, the Intentional Organizational Diversity & Inclusion Efforts Assessment Tool and the Conference/Symposium Diversity and Inclusion Assessment Tool, are comprehensive documents that specifically outline operational components that should be addressed to create optimal environments.

# ADVANCING TEACHING & LEARNING



*By analyzing the environment, convening thought-leaders and creating powerful platforms for communications and advocacy, the AAVMC is building a robust future for academic veterinary medicine.*

## **JVME: The Journal of Record for Academic Veterinary Medicine**

The *Journal of Veterinary Medical Education* (JVME) continues to excel in its role as one of the world's leading academic journals for academic veterinary medicine.

Two theme issues were produced during the past year. Issue 47: 5, 2020, "Inter-Institutional Collaboration in Veterinary Medical Education," was published with the assistance of guest editors Dr. Paul Mills and Dr. Emma Read.

Supplement: 47: Supplement, 2020, "The OIE Veterinary Educational Twinning Program," was published with the assistance of guest editors Dr. Tim Parkinson and Dr. Pan-Dong Ryu.

The JVME also transitioned from four to six issues per year and reached a significant milestone: an all-time record number (44,085) of manuscripts were downloaded from Advance Online.

## **Restoring Clinical Education Experiences Following Pandemic Shutdown**

One of the most challenging areas for AAVMC colleges and schools to address during the COVID-19 pandemic was how to safely and effectively restore clinical education programs in university teaching hospitals, affiliated clinical sites and externships after the initial shutdowns.

A team of five AAVMC member institution representatives analyzed the issue and developed a series of recommendations to ensure the safety and wellbeing of students and others, as well as the efficacy of the educational programming.

The AAVMC's "Guidelines and Considerations for Re-engaging Veterinary Medical Students in Clinical Rotations During the COVID-19 Pandemic" provided informed guidance to member institutions, while recognizing that they must act in accordance with university policies, as well as national, state and local regulations developed to contain and mitigate the public health crisis.





## Enriching the AAVMC Annual Conference Experience



AAVMC Program Manager Leslie Wilson and team members worked with a national consulting group to examine ways in which the AAVMC

annual conference can become a more dynamic, meaningful experience for registrants.

Following the detailed consultation, Wilson is leading the introduction of a number of important new programmatic and marketing changes. Some of those include the production of tribute videos that highlight the careers of AAVMC professional excellence award honorees, a variety of audience-friendly timing and sequencing changes that promote learning and networking, and enhancements to the digital experience.

Other enhancements will be apparent in the 2021 annual conference, as well as in other AAVMC meetings and conferences.

## AAVMC Developing, Implementing Enterprise-wide Wellbeing Program

Modern medical education has become a stressful process for a variety of reasons, and those conditions have been magnified by the global pandemic emergency.

In early 2020, the AAVMC began creating an enterprise-wide program for the organized academic veterinary medical community.

True community wellbeing is often the result of intentional behaviors and strategic actions, according to Director for Wellbeing Makenzie Peterson. Effective support systems and sustainable organizational cultures generally don't evolve on their own in stressful operating environments.

The goal of the AAVMC's wellbeing program is to develop and implement a systems-based approach that will assist all member institutions in developing intentional, strategic programs that can be applied within colleges and schools.

Wellbeing is grounded in academic discipline and evidence-based programming can exert a positive effect on organizational culture, she said.

Peterson has developed a series of monographs to help members build out their programs.

## PCVE Meeting

The Primary Care Veterinary Educators Symposium was presented September 12-15, 2019 at Washington State University. The meeting was attended by more than 80 representatives from 41 different colleges and schools.

PCVE is a faculty development oriented group that is focused on developing and sharing methods for improving veterinary medical clinical education. The meeting was supported by Boehringer Ingelheim, IDEXX, Hill's Pet Nutrition and Stanton Foundation.

## CIVME Meets in Australia, Funds Research Grants

Council on International Veterinary Medical Education (CIVME) leaders met in Australia in late October 2019 to address projects and plan the future development of the organization.

CIVME funded four program grants designed to foster the enrichment and advancement of international academic veterinary medicine this year.

This year's program included funding the first MSD Animal Health CIVME Antimicrobial Stewardship Grant. This newly established program is the result of a recent collaboration with MSD Animal Health that seeks to improve instructional programs related to antimicrobial resistance in educational institutions around the world.

This year, 22 proposals representing collaborative efforts from around the world were reviewed as part of the CIVME Research Grant program which has funded three CIVME grants annually since 2017.

### New Resource Launched at Wellbeing Summit

Presentations from mental health experts, leaders from the profession and others highlighted the 2019 Veterinary Wellbeing Summit held November 17-19 in Chicago.

Themed "Putting the 'We' in Wellbeing," the conference was attended by 264 people representing various sectors of veterinary medicine.

Following opening remarks from AAVMC CEO Dr. Andrew T. Maccabe, registrants attended 40 plenary and breakout sessions that explored different facets of the problem and strategies for fostering the wellbeing of individuals and organizations.

To help support colleges of veterinary medicine in the aftermath of a student's death by suicide, the American Foundation for Suicide Prevention, the AAVMC and the AVMA jointly introduced a new resource at the meeting: "After a Suicide: A Toolkit for Colleges of Veterinary Medicine."

Zoetis, Hill's and Banfield all provided support for the meeting.

### VMHP Transitions into New AVWP

The former Veterinary Mental Health Professionals (VMHP) group has been restructured and transitioned into the new Academic Veterinary Wellbeing Professionals (AVWP). AVWP is a

component of the AAVMC's Academic Affairs Committee.

The AAVMC has expanded the scope of its wellbeing programming to encompass students, staff, residents/interns and faculty. The new organization is playing an important role in the AAVMC's wellbeing efforts.

### CBVE Transitions into Official AAVMC Council

The AAVMC's Competency-Based Veterinary Education (CBVE) Working Group has evolved into an official AAVMC council. The Council on Outcomes-based Veterinary Education's goal is to enhance the adoption and implementation of CBVE in worldwide veterinary medical educational programs.

"This move is a recognition of the pervasive and enduring nature of their work," said AAVMC CEO Dr. Andrew T. Maccabe. "The CBVE project has evolved into a paradigm-changing model that is improving academic veterinary medicine around the world."

CBVE was created in 2015 and charged with developing a modern, outcomes-based competency framework for veterinary education and clinical assessment. The project was one of the most substantial pedagogical initiatives ever undertaken by the AAVMC.

### VETCAN Providing Important Career Support

The Veterinary Career Advisor Network (VetCAN) has become a component of the AAVMC's Academic Affairs Committee.

Founded in 2014 by volunteers employed at member institutions, VETCAN is a networking organization that shares best practices and presents a variety of career development programs for students and alumni.

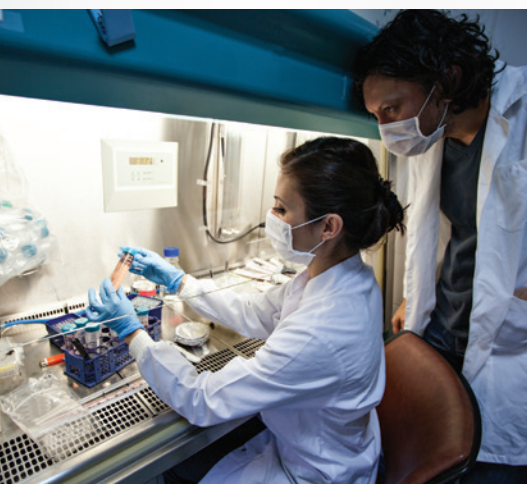
The group's virtual job fairs provide opportunities for students and prospective employers to connect. The group also works to establish relationships between students and alumni.





# FOSTERING DISCOVERY

*The AAVMC recognizes its responsibility to serve as an opportunity factory that will support investigators, inspire students and help society learn more about the vital contributions that emerge from AAVMC member institution laboratories.*



## National Veterinary Scholars Symposium Virtual, Real Success

The COVID-19 pandemic forced the cancellation of the in-person 2020 National Veterinary Scholars Symposium (NVSS) intended for San Diego in July, but the meeting was quickly retooled as a virtual experience.

With support from Boehringer Ingelheim Animal Health, the AAVMC transitioned it into the Veterinary Summer Scholars Program. This year's theme was "Disruptive Innovation."

About 770 students, faculty mentors and others registered for the event, which annually highlights the essential role of scientific research in veterinary medicine and provides veterinary students with valuable research experiences.

Students in the program conduct a hypothesis-driven research project developed jointly by the student scholar and faculty mentor, which is typically conducted over an 8-12 week period during the summer.

During opening remarks, AAVMC CEO Dr. Andrew T. Maccabe stressed the value of gaining hands-on experience and familiarity with the scientific method that participating students acquired through their summer research programs.

## Building Community, Advocating for Research

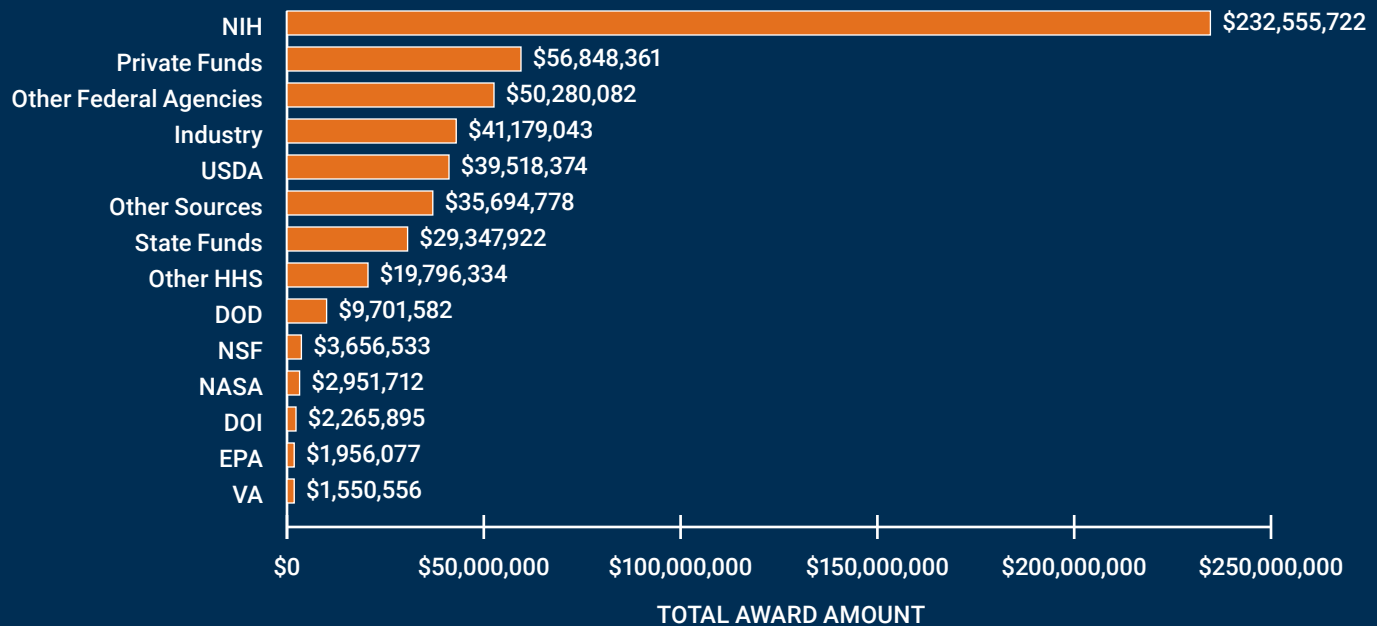
The AAVMC continues efforts to strengthen and support its members as they address one of their most critical missions on campus.

As universities continue to emphasize growth in college and school research programs, the AAVMC is working to boost member achievement in this area through leadership and inter-organizational relationship development.

On Capitol Hill and within executive agencies, AAVMC governmental affairs personnel are building understanding and relationships that benefit our members.

We are also focused on creating a digital community for researchers where they can share ideas about best practices and resources, brainstorm and collaborate.

Topics range from promoting biomedical research, identifying increased support for clinical research and supporting the pedagogical research that increases the overall strength of academic veterinary medicine.



Over 500 student posters featured topics that ranged from wildlife conservation and microbiology to virology and COVID-19 pandemic access to care. Students presented their research findings utilizing a digital scientific poster platform.

Three keynote speakers presented remarks during the virtual symposium.

Dr. Jonna Mazet, professor of epidemiology and disease ecology in the One Health Institute at the UC Davis School of Veterinary Medicine spoke on "Using One Health to Provide a COVID Pandemic Blueprint for Hope."

Dr. Angela Bosco-Lauth, assistant professor in the Department of Biomedical Sciences at Colorado State University, spoke on "SARS-CoV-2 Host Range Studies."

Dr. Erin Sorrell, a member of the Center for Global Health Science at Georgetown University spoke on "The Importance of Veterinarians in Research and the Response to Emerging Infectious Diseases."

## FFAR Veterinary Student Research Fellowships

The Foundation for Food and Agriculture (FFAR) Research funded twelve 2020 Veterinary Student Research Fellowships in partnership with the AAVMC. The fellowships enable veterinary students to pursue research on global food security and sustainable animal production. This year, a special focus was placed on zoonotic disease and pandemic research.

"Veterinary science is essential for understanding and mitigating a host of serious global health challenges, including the coronavirus – the latest example of pathogens that move between humans and animals," said FFAR's Executive Director Dr. Sally Rockey.

The three-month fellowship culminates with student presentations at the annual National Veterinary Scholars Symposium.

The partnership between the AAVMC and FFAR can be traced to the origins of FFAR in 2015.

*The total research funding for U.S. AAVMC member institutions is \$536,318,746. International AAVMC member institutions add another \$130,328,482. These programs are creating new ways to fight disease and promote health and wellbeing for people and animals.*

## NIAMREE: Emerging National AMR Center

The National Institute of Antimicrobial Resistance Research and Education (NIAMREE) has welcomed ten inaugural members, including 8 AAVMC member institutions.

The institute was established at Iowa State University in 2019 following a shared initiative of the AAVMC and the Association of Public and Land-grant Universities (APLU).

Comprised of a consortium of universities and institutions, NIAMREE unites basic, translational, and applied scientists in veterinary medicine, agriculture, environmental health, public health, medicine, economics, and social sciences in an effort to lead local, national, and international AMR research and stewardship efforts.

The institute is administering a new program that gives agricultural

producers a way to show consumers they follow responsible animal care principles. The One Health Certified™, program establishes verified animal production practices in five core areas: disease prevention, veterinary care, responsible antibiotic use, animal welfare, and environmental impacts.

NIAMREE also presented their NIAMREE Knowledge Exchange: Virtual Poster Sessions event during summer 2020. Scientific posters representing six academic institutions focused on four sections were featured as part of the digital forum.

## Veterinary, Human Medical Colleges United in One Health Approach Through COHA

15 AAVMC member institutions are collaborating with human medical school counterparts through the National Institutes of Health's Clinical

and Translational Science Awards (CTSA) Program.

The CTSA One Health Institute's (COHA) mission is to advance the understanding of diseases shared by humans and animals, and the alliance leverages the expertise of physicians, research scientists, veterinarians, and other professionals in the effort.

COHA scientists participated in a One Health Research Symposium focused on immunotherapy sponsored by Bionexus KC in Kansas City in August 2019. The group is also planning their second Translational Research Immersion Program and their third annual Data Sharing Workshop in fall 2020.

The group is working to build understanding for the value of a One Health approach and supporting One Health legislation in Washington.



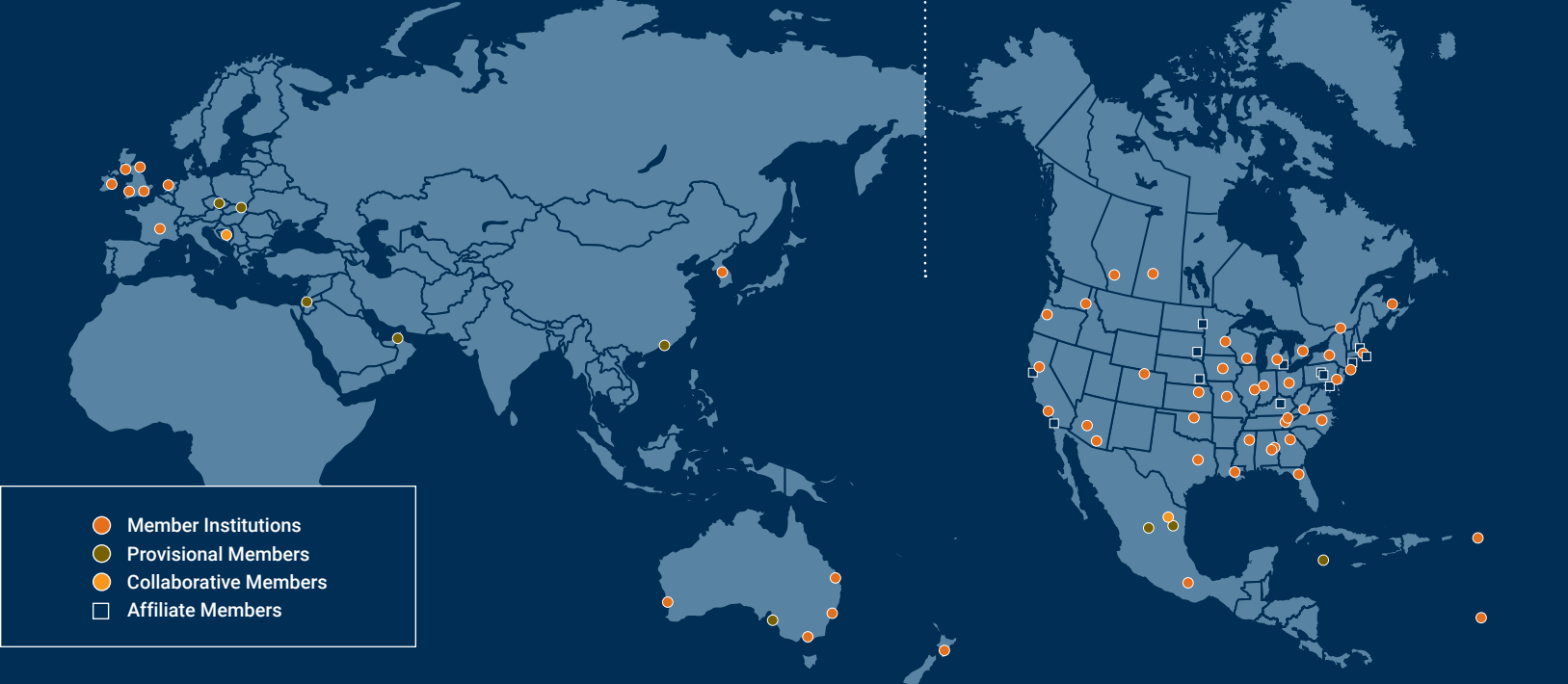
## PARTNERS

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



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





# AAVMC MEMBERSHIP

## MEMBER INSTITUTIONS

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

**Auburn University** (United States)

**Colorado State University** (United States)

**Cornell University** (United States)

**Iowa State University** (United States)

**Kansas State University** (United States)

**Lincoln Memorial University** (United States)

**Long Island University** (United States)

**Louisiana State University** (United States)

**Massey University** (New Zealand)

**Michigan State University** (United States)

**Midwestern University** (United States)

**Mississippi State University** (United States)

**Murdoch University** (Australia)

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

**The Ohio State University** (United States)

**Oklahoma State University** (United States)

**Oregon State University** (United States)

**Purdue University** (United States)

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

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

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

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

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

**Tufts University** (United States)

**Tuskegee University** (United States)

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

**Université de Montréal** (Canada)

**Universiteit Utrecht** (Netherlands)

**University of Arizona** (United States)

**University of Bristol** (United Kingdom)

**University of Calgary** (Canada)

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

**University College Dublin** (Ireland)

**University of Edinburgh** (United Kingdom)

**University of Florida** (United States)

**University of Georgia** (United States)

**University of Glasgow** (United Kingdom)

**University of Guelph** (Canada)

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

**University of Melbourne** (Australia)

**University of Minnesota** (United States)

**University of Missouri** (United States)

**University of Pennsylvania** (United States)

**University of Queensland** (Australia)

**University of Sydney** (Australia)

**University of Tennessee** (United States)

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

**VetAgro Sup** (France)

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

**Washington State University** (United States)

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

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

## PROVISIONAL MEMBERS

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

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

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

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

**Universidad Autonoma de Tamaulipas** (Mexico)

**Universidad Autónoma de Zacatecas** (México)

**University of Adelaide** (Australia)

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

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

## COLLABORATIVE MEMBERS

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

**University of Sarajevo** (Bosnia and Herzegovina)

## AFFILIATE MEMBERS

**Departments of Veterinary Science**

**Pennsylvania State University** (United States)

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

**University of Connecticut** (United States)

**University of Kentucky** (United States)

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

**Departments of Comparative Medicine**

**Johns Hopkins** (United States)

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

**Pennsylvania State University** (United States)

**Stanford University** (United States)

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

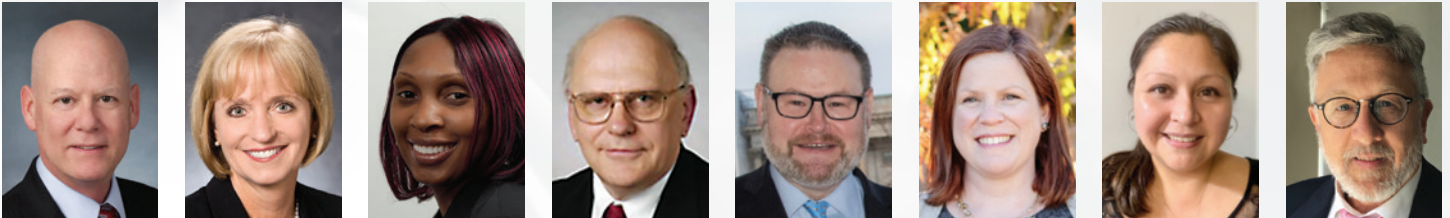
**University of Michigan** (United States)

**Other**

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



# AAVMC STAFF



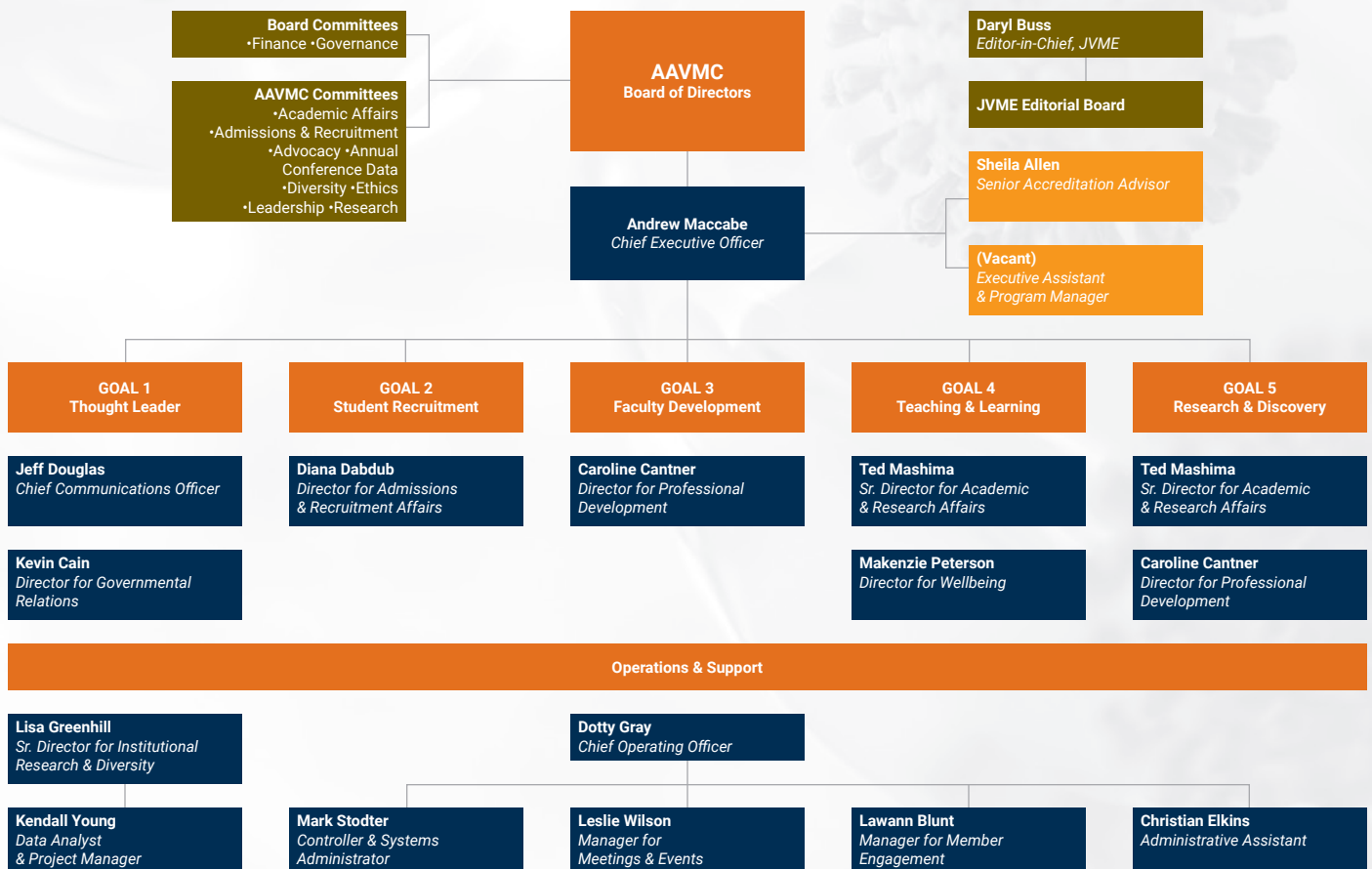
Dr. Andrew Maccabe • Dr. Sheila Allen • Ms. Lawann Blunt • Dr. Daryl D. Buss • Mr. Kevin Cain • Dr. Caroline Cantner • Ms. Diana Dabdub • Mr. Jeffrey Douglas



Ms. Christian Elkins • Ms. Dorothy Gray • Dr. Lisa Greenhill • Dr. Ted Mashima • Ms. Makenzie Peterson • Mr. Mark Stodter • Ms. Leslie Wilson • Ms. Kendall Young



## ORGANIZATIONAL STRUCTURE

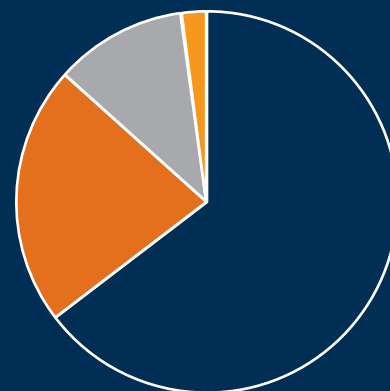


# FINANCIAL STATEMENT



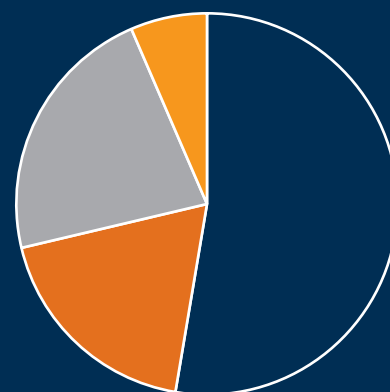
Statement of Activities and Change in Net Assets for the Year Ended June 30, 2020  
With Summarized Financial Information for 2019

REVENUES	2020	2019
Applicant Fees	3,329,226	3,102,812
Membership Dues	1,331,064	1,275,608
Annual Meetings and Events	507,431	450,250
Corporate & Government Support	677,423	468,598
Interest Income	512	772
VMCAS Membership Fees	43,380	12,700
Publications	30,947	71,971
Miscellaneous Income	131,637	61,503
<b>TOTAL REVENUE</b>	<b>6,051,619</b>	<b>5,444,214</b>
EXPENSES	2020	2019
<b>Program services:</b>		
Veterinary Medical Education	1,208,430	1,345,012
Annual Meetings	966,998	758,521
Recruitment	745,120	422,579
Government Advocacy	437,074	430,732
Data Analysis	360,171	339,801
Outreach and Development	204,276	168,021
Communications	393,181	359,950
Leadership	362,596	261,574
<b>Total Program Services</b>	<b>4,677,845</b>	<b>4,086,188</b>
<b>Supporting service:</b>		
Management and General	868,991	755,051
<b>TOTAL EXPENSES</b>	<b>5,546,836</b>	<b>4,841,239</b>
Change in net assets before other items	504,783	602,975
<b>Other Items</b>		
Non-operating investment income	105,912	352,209
Pass through funds received		16,480
Pass through disbursements	(16,000)	(124,127)
Change in net assets	594,695	847,537
Net assets at beginning of year	5,985,920	5,138,383
<b>Net Assets at End of Year</b>	<b>6,580,615</b>	<b>5,985,920</b>



## REVENUES FY2020 TOTAL: \$6,051,619

- Core Programs: \$3,910,983
- Members Dues: \$1,331,064
- Corporate, Government and Foundation: \$677,423
- Other Revenues: \$132,149



## EXPENSES FY2020 TOTAL: \$5,546,836

- Member Services: \$2,920,548
- Advocacy: \$1,034,530
- Administration: \$1,231,586
- Data Analysis: \$360,171



***A Global Organization Promoting the  
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*The AAVMC currently represents more than 40,000 faculty, staff and students across the global academic veterinary medical community. Our member institutions include 53 Council on Education (COE) accredited veterinary medical colleges and schools in the United States, Canada, Mexico, the Caribbean, the United Kingdom, Europe, Asia, Australia, and New Zealand; as well as 23 provisional and collaborating members and departments of veterinary science and departments of comparative medicine in the U.S.*



**Association of American Veterinary Medical Colleges**

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