2021-2022 AAVMC BOARD OF DIRECTORS

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Dr. Andrew T. Maccabe

* Newly elected to the Board

SPONSORS

The AAVMC is grateful for the support of all sponsors who contribute to the elevation of academic veterinary medicine.

<table>
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<th>PLATINUM</th>
<th>GOLD</th>
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<td>AVMA LIFE Veterinary Insured Coverage</td>
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<td>Banfield Pet Hospital</td>
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<td>STANTON FOUNDATION</td>
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<td>MERCK Animal Health</td>
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<td>Nationwide is on your side</td>
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</tbody>
</table>
Welcome to the AAVMC’s 2022 Annual Conference and Iverson Bell Symposium!

As a community, we have learned to adapt to maintain a semblance of normalcy in our personal and professional lives. Despite a challenging two years, our profession is meeting the challenge and moving forward. We learned to connect, innovate and navigate through a global crisis – in short, we have learned to catalyze.

The mission of the AAVMC is to inspire innovation and promote excellence in academic veterinary medicine worldwide. Our strategic plan supports our mission by supporting the collective efforts of our member institutions and building a vibrant future for veterinary medical education.

Our community looks very different since the founding of AAVMC some 56 years ago. Our ongoing efforts to increase diversity and inclusion will strengthen the future of the profession and build community. Change takes time, but consistent action through our member institutions makes good sense and also opens the door for opportunities beyond the traditional norm.

We encourage you to take full advantage of a robust schedule of workshops, breakout sessions, dynamic keynote speakers, award presentations and networking. Our sponsors are truly instrumental and the support and resources they provide make this event and programming possible. To Zoetis, AVMA Trust, Merck Animal Health, Banfield Pet Hospital, Nationwide and the Stanton Foundation, we offer our sincere gratitude.

As we gather at this conference to “Connect & Innovate in the Face of Global Challenge”, let’s also recharge, reconnect and support each other. We are here to serve you, so please take full advantage of the opportunity and experience offered over the next few days.

Have a wonderful conference!

Susan J. Tornquist, DVM, MS, PhD, DACVP
President

Andrew Maccabe, DVM, MPH, JD
Chief Executive Officer
## CONFERENCE OVERVIEW & MEETINGS AT A GLANCE

<table>
<thead>
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<tr>
<td>Leadership Academy</td>
<td>Meeting</td>
<td>1:00PM-5:00PM</td>
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<tr>
<td>Leadership Academy Reception</td>
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<tr>
<td><strong>Tuesday, March 1, 2022</strong></td>
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<tr>
<td>Registration</td>
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<tr>
<td>Breakfast</td>
<td>MEAL</td>
<td>7:30AM-9:00AM</td>
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<td>CBVE/COVE Meeting</td>
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<td>Board of Directors Meeting</td>
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<td>Leadership Academy &amp; Capstone Meeting</td>
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<td>7:30AM-9:00AM</td>
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<tr>
<td>Advocacy Briefing</td>
<td>Meeting</td>
<td>8:30AM-9:15AM</td>
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<tr>
<td>Admissions and Recruitment Leadership</td>
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<td>Advocacy Day Meetings</td>
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<td>CIVME Meeting</td>
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<td>Diversity Committee Meeting</td>
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<tr>
<td>Academic Affairs Committee</td>
<td>Meeting</td>
<td>9:00AM-12:00PM</td>
<td>Timchenko</td>
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<td>BREAK</td>
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<td>Admissions &amp; Recruitment Outreach Working Group</td>
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<td>Admissions &amp; Recruitment Operations Working Group</td>
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<td>Admissions &amp; Recruitment Committee</td>
<td>Meeting</td>
<td>2:30PM-4:30PM</td>
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<td>JVME Editorial Board</td>
<td>Meeting</td>
<td>4:30PM-5:30PM</td>
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<td>Advocacy Reception</td>
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<td><strong>Thursday, March 3, 2022</strong></td>
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<td>Registration</td>
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<tr>
<td>Breakfast</td>
<td>MEAL</td>
<td>7:30AM-9:00AM</td>
<td>Moretti Ballroom</td>
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<tr>
<td>DEI &amp; Wellbeing Application Essay Prompts</td>
<td>Breakout Session</td>
<td>9:00AM-10:00AM</td>
<td>Moretti Ballroom</td>
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<tr>
<td>Results of the SOFTVETS Project – a pan European professional skills competency framework</td>
<td>Breakout Session</td>
<td>10:00AM-10:30AM</td>
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<tr>
<td>Academics’ experience in veterinary educational research: results of a broad international survey and interviews of early leaders</td>
<td>Breakout Session</td>
<td>9:00AM-9:45AM</td>
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<tr>
<td>Awards &amp; Keynote: Anthony Carnevale</td>
<td>Plenary</td>
<td>11:00AM-12:30PM</td>
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### Thursday, March 3, 2022 (Continued)

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<td>Lunch</td>
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<td>12:30PM-1:30PM</td>
<td>Moretti Ballroom</td>
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<tr>
<td>Transitions to Practice: Supporting the wellbeing of early-career veterinarians</td>
<td>Breakout Session</td>
<td>1:30PM-2:15PM</td>
<td>Cecchi Ballroom</td>
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<tr>
<td>Integrating Wellbeing into the Curriculum: Learning objectives and assessment toolkit</td>
<td>Breakout Session</td>
<td>1:30PM-2:30PM</td>
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<tr>
<td>Development of Pre-Clinical Milestones to Support Competency-Based Curricular Redesign</td>
<td>Breakout Session</td>
<td>2:30PM-3:00PM</td>
<td>Timchenko</td>
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<tr>
<td>Use of a Hack-a-Thon to engage students and faculty in designing a longitudinal Diversity, Equity, Inclusion, and Belonging thread in a veterinary residency program</td>
<td>Breakout Session</td>
<td>1:30PM-2:00PM</td>
<td>Library</td>
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<tr>
<td>Wellbeing Among Postgraduate Trainees</td>
<td>Breakout Session</td>
<td>2:00PM-3:00PM</td>
<td>Corning</td>
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<tr>
<td><strong>BREAK</strong></td>
<td><strong>BREAK</strong></td>
<td><strong>3:00PM-3:30PM</strong></td>
<td><strong>Moretti Foyer</strong></td>
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<tr>
<td>Assessment and Review of Admissions Process (Case studies)</td>
<td>Breakout Session</td>
<td>3:30PM-4:30PM</td>
<td>Moretti Foyer</td>
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<tr>
<td>Rethinking Intern and Resident Selection Processes: Perspectives of the Academic Affairs Committee</td>
<td>Breakout Session</td>
<td>3:30PM-4:30PM</td>
<td>Library</td>
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<tr>
<td>Health and Wellbeing Among LGBTQ+ Veterinary Professionals and Students: The Impact of Institutional Climate</td>
<td>Breakout Session</td>
<td>3:30PM-4:30PM</td>
<td>Cecchi Ballroom</td>
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<tr>
<td>One Small Step toward Increasing Diversity in Veterinary Medicine – Diversity and Inclusion Pledges</td>
<td>Breakout Session</td>
<td>3:30PM-4:30PM</td>
<td>Elmore</td>
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<td>Gender in veterinary education leadership: a snapshot of global trends</td>
<td>Breakout Session</td>
<td>3:30PM-4:30PM</td>
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<tr>
<td>The impact of academic dishonesty in veterinary education</td>
<td>Breakout Session</td>
<td>3:30PM-4:30PM</td>
<td>Timchenko</td>
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<tr>
<td>Welcome Reception</td>
<td>Reception</td>
<td>5:30PM-7:00PM</td>
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### Friday, March 4, 2022

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<tr>
<td>Breakfast</td>
<td>MEAL</td>
<td>7:30AM-9:00AM</td>
<td>Moretti Ballroom</td>
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<tr>
<td>A Critical Assessment of the New Veterinarian: Debt, Compensation and Wellness</td>
<td>Breakout Session</td>
<td>9:45AM-10:30AM</td>
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<td>Admissions Update</td>
<td>Breakout Session</td>
<td>9:00AM-10:30AM</td>
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<tr>
<td>AAVMC Faculty &amp; Clinician Wellbeing Study: Findings and Next Steps</td>
<td>Breakout Session</td>
<td>9:45AM-10:45AM</td>
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<td><strong>10:30AM-11:00AM</strong></td>
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<tr>
<td>Awards &amp; Keynote: Randall Bass</td>
<td>Plenary</td>
<td>11:00AM-12:30PM</td>
<td>Moretti Ballroom</td>
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<tr>
<td>Lunch</td>
<td>MEAL</td>
<td>12:30PM-1:30PM</td>
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# Conference Overview & Meetings at a Glance (Continued)

## Friday, March 4, 2022 (Continued)

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<th>Event Description</th>
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<tr>
<td>Spectrum of Care Symposium Sponsored by The Stanton Foundation</td>
<td>Breakout Session</td>
<td>1:30PM-1:35PM</td>
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<tr>
<td>Welcome &amp; Introduction</td>
<td>Breakout Session</td>
<td>1:35PM-1:50PM</td>
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<td>Academic Affairs Committee: Supporting Leaders by Creating Community</td>
<td>Breakout Session</td>
<td>1:50PM-2:05PM</td>
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<tr>
<td>VMEI Transitions to Early Career Success</td>
<td>Breakout Session</td>
<td>2:05PM-2:15PM</td>
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<tr>
<td>AAVMC Use of Animals in Education Task Force</td>
<td>Breakout Session</td>
<td>2:15PM-3:00PM</td>
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<tr>
<td>AAVMC Spectrum of Care Initiative</td>
<td>Breakout Session</td>
<td>3:00PM-3:30PM</td>
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<td>Exploring the Challenges of Implementing the CBVE Framework in Teaching Hospitals</td>
<td>Breakout Session</td>
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<tr>
<td>CVM experience with using the CBVE framework to change our final year student assessment</td>
<td>Breakout Session</td>
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<td>Professional Hazing, Gaslighting, &amp; Discrimination – What’s the Difference?</td>
<td>Breakout Session</td>
<td>1:30PM-2:15PM</td>
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<tr>
<td>Implementing virtual recruitment and admissions strategies during the COVID-19 pandemic</td>
<td>Breakout Session</td>
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<td>3:00PM-3:30PM</td>
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<td>Development of a Competency-Based Education DEIJ Domain</td>
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<td>Strategies for Integrating Diversity, Equity, and Inclusion Skills into Pre-Clinical Professional Skills Coursework</td>
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<tr>
<td>Our College Community’s Response to Challenges Following the Death of George Floyd</td>
<td>Breakout Session</td>
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## Saturday, March 5, 2022

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<td><strong>BREAK</strong></td>
<td>10:30AM-11:00AM</td>
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<tr>
<td>Awards &amp; Keynote: Nikole Hannah-Jones</td>
<td>Plenary</td>
<td>11:00AM-12:30PM</td>
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<tr>
<td>Book Signing</td>
<td>Special Event</td>
<td>12:30PM-1:00PM</td>
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<tr>
<td>Lunch - Grab &amp; Go</td>
<td>MEAL</td>
<td>12:30PM-1:00PM</td>
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The late Iverson Bell was the quintessential champion of diversity and inclusiveness. For decades, the AAVMC has celebrated his legacy through the biennial Iverson Bell Symposium. Because the pioneering work he did in this area has become so fundamental for 21st century success, the symposium has now become a part of our annual conference programming. All of our programming, every year, will now be infused with the principles he fought for.

Who was Iverson Bell? Born in Texas in 1916, Dr. Bell overcame the era’s segregation and pervasive racial discrimination to forge a thriving private veterinary medical practice while demonstrating ground-breaking leadership in veterinary medicine, education, civic affairs and civil liberties. Among Dr. Bell’s many achievements, he rose to serve as the first African-American vice president of the American Veterinary Medical Association (AVMA) from 1971-73.

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

Throughout his career, Dr. Bell demonstrated a strong commitment to diversity and inclusion in public education. He served on his local school board for 20 years and, together with another member, co-founded the Foundation for Public Education. He also helped establish the Purdue University School of Veterinary Medicine and served as a mentor and leader for many students.
The Annual Conference Planning Committee (ACPC) is an ad hoc committee constituted each year in April and discharged at the conclusion of the following Annual Conference. The ACPC is responsible for selecting the Annual Conference theme, developing the call for proposals, reviewing proposals, and selecting session and poster presentations.

The chair of the ACPC is the AAVMC president. The AAVMC past president also holds an ex-officio seat. Five other representatives from AAVMC committees will be designated by the committee chairs. It is recommended that the chair or a past chair from each respective committee serve on the ACPC. The represented committees are: Advocacy, Academic Affairs, Research, Admissions and Recruitment, Leadership and Diversity. There will also be one representative for international colleges, who will be the Board of Directors’ at-large director representing international colleges, or that person’s designee.

**COMMITTEE ROSTER**

**PRESIDENT (CHAIR)**
Dr. Paul Lunn
North Carolina State University

**PRESIDENT-ELECT**
Dr. Susan Tornquist
Oregon State University

**REPRESENTING LEADERSHIP**
Dr. Karen Cornell
Texas A&M University

**REPRESENTING INTERNATIONAL COLLEGES**
Dr. Sean Callanan
Ross University

**REPRESENTING ACADEMIC AFFAIRS**
Dr. Nicholas Frank
Tufts University

**REPRESENTING RESEARCH**
Dr. Molly McCue
University of Minnesota

**REPRESENTING ADMISSIONS AND RECRUITMENT**
Dr. Callie Rost
Kansas State University

**REPRESENTING DIVERSITY**
Dr. Carla Gartrell
Midwestern University

**REPRESENTING ADVOCACY**
Dr. Carolyn Henry
University of Missouri

**STAFF LIAISON**
Dr. Andrew Maccabe
Chief Executive Officer

**STAFF LIAISON**
Ms. Leslie Wilson
Manager for Meetings & Events
KEYNOTE SPEAKERS

Dr. Anthony P. Carnevale
Dr. Carnevale currently serves as research professor and Director of the Georgetown University Center on Education and the Workforce, a position he has held since CEW was created in 2008. Between 1996 and 2006, Dr. Carnevale served as Vice President for Public Leadership at the Educational Testing Service (ETS). While at ETS, Dr. Carnevale was appointed by President George Bush to serve on the White House Commission on Technology and Adult Education.

Dr. Randall Bass
Randy Bass is Vice President for Strategic Education Initiatives and Professor of English at Georgetown University, where he leads the Designing the Futures (s) initiative and the Red House incubator for curricular transformation. For 13 years he was the Founding Executive Director for Georgetown’s Center for New Designs in Learning and Scholarship (CNDLS), and for seven years, Vice Provost for Education.

Nikole Hannah-Jones
Nikole Hannah-Jones is a MacArthur Genius for “reshaping national conversations around education reform.” This is but one honor in a growing list. She is the creator of The New York Time’s Magazine’s “The 1619 Project,” about the history and lasting legacy of American slavery, for which her powerful introductory essay was awarded the Pulitzer Prize for commentary. She’s also won a Peabody, two George Polk awards, and the National Magazine award three times.

*Join us for a special book signing following the keynote address on Saturday, March 5th. Space is limited.
2022 BILLY E. HOOPER FOR DISTINGUISHED SERVICE

Daryl D. Buss, DVM, PhD

Dr. Daryl D. Buss, former Dean and Professor Emeritus of the University of Wisconsin—Madison School of Veterinary Medicine is the recipient of the 2022 AAVMC Billy E. Hooper Award for Distinguished Service for the American Association of Veterinary Medical Colleges (AAVMC). The Billy E. Hooper Award for Distinguished Service is presented to an individual whose leadership and vision has made a significant contribution to academic veterinary medicine and the veterinary profession. Dr. Buss has provided leadership in academic veterinary medicine for over 50 years, serving most recently at the University of Wisconsin—Madison for 17 years as the Dean of the School of Veterinary Medicine, and a faculty member in the Department of Comparative Biosciences. Dr. Buss authored or co-authored 74 publications that substantially contributed to the body of knowledge in cardiology, and his research was funded by the National Institutes of Health and the American Heart Association. In addition, to his many notable contributions to academia, he also served in various veterinary medicine professional organizations. Dr. Buss served as Editor-in Chief of the *Journal of Veterinary Medical Education* (JVME) from 2013-2021.

2022 DISTINGUISHED VETERINARY TEACHER, Presented by Zoetis

Erin D. Malone, DVM, PhD

Dr. Erin Malone, Professor, Assistant Dean of Education; Co-Interim Associate Dean of Academic and Student Affairs for the University of Minnesota, College of Veterinary Medicine is the recipient of the 2022 American Association of Veterinary Medical Colleges (AAVMC) Distinguished Veterinary Teacher Award, presented by Zoetis. This award is one of the most prestigious of teaching awards in the academic veterinary medicine community. Her teaching areas include gastrointestinal, respiratory, and urogenital surgery in large animals, with research interests that include the impacts of surgery and pregnancy on large animal intestinal motility, equine carpal arthritis, the treatment of aural plaques and sarcoids, as well as the scholarship of teaching and learning.

Dr. Malone is a mentor, teacher, and advocate for change in education practices. Her knowledge, passion, and dedication to advancing the field of veterinary medicine is demonstrated in the students she has trained over the past 30 years.
Barry T. Rouse, DVM, PhD, DSc

Dr. Barry T. Rouse, Lindsay Young Distinguished Professor, University of Tennessee College of Veterinary Medicine is the recipient of the 2022 AAVMC Excellence in Research Award. The AAVMC Excellence in Research Award designates the outstanding veterinary medical researcher of the year as selected by a committee of peers. Dr. Rouse is an exceptional researcher and known for his ability to challenge the status quo. He is also known for many significant contributions to the field and executes originality in experimental practices in which he often is the first to uncover impactful findings. He has been continuously funded for research by the National Institutes for Health (NIH) for the past 43 years and garnered more than $20M+ in funding. Additionally, Dr. Rouse has been first to create many experimental practices along with authoring 400+ peer reviewed scientific manuscripts. His peers recognize him as both a scholar, mentor and sought-after speaker to both national and international audiences in the field.

Lorrie Gaschen, DVM, PhD

Dr. Lorrie Gaschen, Adjunct Professor of Diagnostic Imaging, Louisiana State University of Veterinary Medicine is the recipient of the 2022 Iverson Bell Award. The Iverson Bell Award recognizes outstanding leadership and contributions for underrepresented minorities in veterinary medical education. Dr. Gaschen created the Office of Diversity, Equity, and Inclusion (DEI) in the school of Veterinary Medicine and is the past Associate Dean for Diversity and Faculty Affairs. Her transformational efforts were instrumental in increasing student diversity from 7% to 30% in the School of Veterinary Medicine over four years. The entering class of 2024 included 28% of underrepresented minorities and the highest total number of African American students admitted to a class in the school’s history. During her tenure, LSU School of Veterinary Medicine tied for Second place of all accredited veterinary schools in the AAVMC for number of diverse faculty. As a passionate supporter of Diversity, Equity and Inclusion (DEI) her efforts have helped both students, faculty, and advancing the field of academic veterinary medicine.
2022 PATRICIA M. LOWRIE DIVERSITY LEADERSHIP SCHOLARSHIP

Ron Orchard, BS, MPH, RVT

Mr. Ron Orchard of Kansas State University College of Veterinary Medicine is the recipient of the 2022 Patricia M. Lowrie Diversity Leadership Scholarship. The award recognizes veterinary students who have demonstrated exemplary potential as future leaders and have made significant contributions to enhancing diversity and inclusion in academic veterinary medicine. Mr. Orchard is a 4th year, dual-degree DVM/MPH student. Mr. Orchard initially came to Kansas State University as the lead specialty technician for the Shelter Medicine Program. Additionally, he is an academic scholar and author of both scholarly publications and posters. As a role model and mentor for youth, he encourages continuing the conversation on the importance of diversity and inclusion and raising awareness on the need for diverse backgrounds and providing veterinary access for all communities.
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EDUCATIONAL SESSIONS & PRESENTATIONS

THURSDAY, MARCH 3

7:30AM-4:00PM
Registration
MORETTI FOYER

7:30AM-9:00AM
Breakfast
MORETTI BALLROOM

9:00AM-10:00AM
Breakout Session
MORETTI BALLROOM
DEI & Wellbeing Application Essay Prompts
Supplemental essay questions can provide additional insight into an applicant and their likelihood of being a "best fit" with your program. The process for creating a well-written question takes intentional thought, consideration, and understanding about what you are truly looking to assess, especially when it comes to diversity and wellbeing. This workshop will walk you through the process of developing essay prompts for these topics that will support your evaluation of cultural competence and humility as well as emotional readiness in the admissions process.

Presenters:
Lisa M. Greenhill, MPA, EdD, American Association of Veterinary Medical Colleges, Senior Director for Institutional Research and Diversity
Makenzie Peterson, MSc, American Association of Veterinary Medical Colleges, Director for Wellbeing

9:00AM-9:45AM
Breakout Session
TIMCHENKO
Academics’ Experience in Veterinary Educational Research: Results of a Broad International Survey and Interviews of Early Leaders
Veterinary educational research (VER) is critical to continued improvement of educational outcomes. The results of an international survey of 258 veterinary educational researchers, presented here, revealed challenges encountered when undertaking VER and how these challenges may be overcome, personally and institutionally. The results of interviews with 6 very successful veterinary educational researchers, also presented here, demonstrated the type of support that leads to the success of those who choose to pursue VER.

Presenter:
Julie Hunt, BA, DVM, MS, Lincoln Memorial University, Associate Dean of Clinical Sciences

10:00AM-10:30AM
Breakout Session
CECCHI BALLROOM
Results of the SOFTVETS Project – a Pan European Professional Skills Competency Framework
The SOFTVETS project created a framework for continuous innovative advancement of veterinary undergraduate curricula in Europe by introducing a life skills competence training program. Results from the development and implementation experiences from three veterinary universities in Europe are presented.

Presenter:
Dr. Lada Radin, Faculty of Veterinary Medicine Zagreb Head of Office for EU funds
Co-presenter:
Christin Kleinsorgen, DVM, University of Veterinary Medicine Hannover

10:30AM-11:00AM
Break
MORETTI FOYER

11:00AM-12:30PM
Awards & Keynote:
Anthony Carnevale
MORETTI BALLROOM

12:30PM-1:30PM
Lunch
MORETTI BALLROOM

1:30PM-2:15PM
Breakout Session
CECCHI BALLROOM
Transitions to Practice: Supporting the Wellbeing of Early-Career Veterinarians
The student experience has its ups and downs – from their entrance into their medical training, the classroom and clinic experience, to graduation and their debut into the profession. Students can experience a variety of stressors during their education, but there are stressors once they enter the profession that they may not anticipate. Does the curriculum adequately prepare students to enter the profession? How can the transition into the profession be better supported? Systemic barriers and solutions will be discussed on how to improve the student experience and better support new professionals.

Presenters:
Lisa M. Stewart-Brown, LCSW MBA, Banfield Pet Hospital, Program Manager, Mental Health and Wellbeing
Jenny Soreskog-Turp, Royal College of Veterinary Surgeons, Lead for Postgraduate Education
EDUCATIONAL SESSIONS & PRESENTATIONS • (CONTINUED)

1:30PM-2:30PM
Breakout Session
MORETTI BALLROOM
Integrating Wellbeing into the Curriculum: Learning Objectives and Assessment Toolkit
In 2017, the AAVMC released a competency-based veterinary education framework that includes “attends to wellbeing of self and others” as a core competency. Subsequently, many colleges are now exploring ways to incorporate wellbeing principles and stress management skills into their core curricula. This includes developing a four-year integrated wellbeing curriculum that will allow students to cultivate emotional intelligence skills and develop wellbeing strategies that will support them as students and throughout their professional careers. This presentation will cover the outcomes of the AAVMC Wellbeing Curriculum Competencies Working Group including the list of potential wellbeing competencies, learning objectives, assessment tools, and potential implementation points.
Presenter:
Makenzie Peterson, MSc, AAVMC, Director of Wellbeing
Co-Presenter:
Nicholas Frank, PhD, DVM, BSc Hon, DACVIM, Cummings School of Veterinary Medicine at Tufts University, Professor and Associate Dean for Academic Affairs

1:30PM-2:30PM
Breakout Session
LIBRARY
Use of a Hackathon to design a longitudinal Diversity, Equity, Inclusion, and Belonging Thread in a Laboratory Animal Medicine Residency Program
Hack-a-Thons are rapid development events that maximize creativity and drive innovation through team-based collaboration, with the goal of addressing a specific need. Incorporating diversity, equity, inclusion, and belonging concepts into veterinary medical education is one such urgent need. This presentation describes the use of a Hack-a-Thon to promote innovation and incorporate students as design partners during the creation of a longitudinal diversity, equity, inclusion and belonging curricular thread.
Presenter:
Tiffany Whitcomb, DVM, DACLAM, Penn State University College of Medicine, Associate Professor of Comparative Medicine
Co-presenter:
Jennifer Booth, DVM, MS, DACLAM, Penn State University College of Medicine, Associate Professor of Comparative Medicine

2:00PM-3:00PM
Breakout Session
CORNING
Wellbeing Among Postgraduate Trainees
Wellbeing within the veterinary profession is constantly challenged by a multitude of factors, and veterinary house officers comprise a particularly vulnerable population. Mental and physical fatigue and economic strain are important factors affecting wellbeing among post-graduate trainees and may play a role as a bottleneck towards diversity; this session provides new data quantifying the magnitude of these factors on veterinary house officers and stimulates discussion of practical strategies for mitigation of sleep deprivation and economic strain to improve overall wellbeing among veterinary postgraduate trainees.
Presenter:
Samantha Morello, ACVS, Morello Veterinary Insights, LLC; Cornell University Center for Veterinary Business and Entrepreneurship, Associate Professor
Co-presenter:
Valery Scharf, ACVS, North Carolina State University, Associate Professor
Joseph Thurston, DVM Class of 2023, University of Wisconsin—Madison, 2022 VBMA National Vice President
Jourdan McPhetridge, DVM, North Carolina State University, Small Animal Surgery Resident

2:30PM-3:30PM
Breakout Session
TIMCHENKO
Development of Pre-Clinical Milestones to Support Competency-Based Curricular Redesign
This session will describe development of pre-clinical milestones to support implementation of competency-based veterinary education. We will compare development of milestones within and across domains.
Presenter:
Heidi Banse, DVM, PhD, DACVIM (LA), Louisiana State University, Director of Education
Co-presenters:
Nancy Welborn, DVM, Louisiana State University
Rose Baker, BVMS, MS, DACVIM (LA), Louisiana State University
Ann Chapman, DVM, MS, DACVIM (LA), Louisiana State University

3:00PM-3:30PM
Break
MORETTI FOYER
EDUCATIONAL SESSIONS & PRESENTATIONS • (CONTINUED)

3:30PM-4:30PM
Breakout Session
CORNING
Assessment and Review of Admissions Processes (Case studies)
Holistic review, as part of admissions processes, represents a shift from expecting the “best students” as those with the highest academic or standardized test metrics to those who are a “best fit” with the mission, values, and goals of any program. A likely goal for our programs is to enroll students who are both academically qualified and prepared to provide appropriate and culturally sensitive care. This presentation will review admissions processes from Colorado State University and University of Arizona using case study examples.

Learning Objectives:
During this session, you will learn how to:
• Assess the costs and rewards of doing a holistic review (e.g., person power, training, and time).
• Consider objective data within the context of the whole application.
• Identify multiple, often intersecting, factors—experiences, attributes, and metrics—in the context of veterinary medicine
• Develop a comprehensive, coordinated enrollment management process including recruitment, early outreach, scholarships, and students that align academically with the curriculum.
• Develop a process of continuous improvement and an annual evaluation of selection success, challenges, and potential changes based on evidence.

Presenters:
Gretchen Delcambre, DVM MS, Colorado State University College of Veterinary Medicine and Biomedical Science, Assistant Dean of Veterinary Admissions
Katie Beringson, MEd, University of Arizona College of Veterinary Medicine, Director of Admissions and Student Affairs

3:30PM-4:30PM
Breakout Session
LIBRARY
Rethinking Intern and Resident Selection Processes: Perspectives of the Academic Affairs Committee
Anxiety about grades is an importance cause of stress in veterinary students and many internship and residency programs depend heavily upon grade point average and class rank when evaluating applicants. These measures of academic performance have significant limitations and we propose rethinking this approach to lower stress, enhance diversity, and select balanced applicants who can be successful in these challenging programs.

Presenter:
Nicholas Frank, PhD, DVM, BSc Hons, DACVIM, Cummings School of Veterinary Medicine at Tufts University, Associate Dean for Academic Affairs
Co-presenter:
Laura Nelson, MS, DACVS-SA, North Carolina State University College of Veterinary Medicine, Associate Dean and Director of Academic Affairs

3:30PM-4:30PM
Breakout Session
CECCHI BALLROOM
Health and Wellbeing Among LGBTQ+ Veterinary Professionals and Students: The Impact of Institutional Climate
During this program a variety of data points will be shared including a recent JAVMA article, focused on the experiences of 440 LGBTQ+ professionals and students in the veterinary profession, living in the United States and United Kingdom. Overall, results showed comparatively high rates of suicide ideation and suicide attempts among LGBTQ+ professionals and students, and the relationship between climate variables and negative mental health outcomes suggested enhanced efforts are needed to improve the climates in veterinary workplaces and colleges. Join us to discuss this research, the implications, and a minimum of three ways to improve the climate within a veterinary workplace.

Presenters:
Dane Whitaker, DVM, MPVM, Pride Veterinary Medical Community, President
Tracy Witte, PhD, Auburn University, Jane Lanier and Alumni Professor, Department of Psychological Sciences

3:30PM-4:30PM
Breakout Session
ELMORE
One Small Step toward Increasing Diversity in Veterinary Medicine – Diversity and Inclusion Pledges
Two Southeast Veterinary Education Consortium (SEVEC) member colleges will discuss Diversity, Equity, & Inclusion pledge levels developed for their faculty members to promote a more welcoming and inclusive pedagogical approach to teaching and curricula.

Presenter:
Misty Bailey, MA, PhD, University of Tennessee, Curriculum and Assessment Coordinator
Co-presenters:
Jesse Watson, Academy of Educators Director, North Carolina State University
Tamara Roba, 2nd-year DVM-MPH Student, University of Tennessee
EDUCATIONAL SESSIONS
& PRESENTATIONS • (CONTINUED)

3:30PM-4:30PM
Breakout Session
BOARDROOM
Gender in Veterinary Education Leadership: A Snapshot of Global Trends
Although feminization is one of veterinary medicine’s most significant demographic phenomena, women still struggle to achieve equal representation in leadership. Veterinary academia is a large sector of the profession, and examination of the gender composition of its leadership may help better characterize this issue. This study hopes to provide attendees with tools to understand and evaluate leadership choices at their own institutions.
Presenter:
Neil Vezeau, DVM, University of Iowa
College of Public Health, MPH student

3:30PM-4:30PM
Breakout Session
TIMCHENKO
The Impact of Academic Dishonesty in Veterinary Education
Academic dishonesty has been documented across all levels of education and across most healthcare professions, although there is a paucity of literature specific to academic dishonesty in veterinary education. In this workshop, results from a recently deployed international survey of veterinary students and faculty will be shared and scenario-based examples of academic dishonesty will be utilized to expand the dialogue in veterinary education. This workshop will increase participant cognizance of academic dishonesty in veterinary education, encourage opening difficult conversations, and provide examples of successful handling of academic dishonesty.
Presenter:
Jordan Tayce, Texas A&M University, Instructional Associate Professor
Co-Presenters:
Kristin Chaney, Texas A&M University, Assistant Dean for Curriculum and Assessment
Karen Cornell, Texas A&M University, Associate Dean for Professional Programs

3:30PM-4:30PM
Breakout Session
MORETTI BALLROOM
Admissions Update
AAVMC’s Admissions and Recruitment Affairs staff and Liaison International representative will provide an annual update regarding admissions and recruitment initiatives. This session will provide a review of the VMCAS 2022 cycle, recruitment activities, an update of the current VMCAS 2023 cycle, and a review of Liaison admissions tools. Participants will also hear updates from the Admissions and Recruitment Committee.
Learning Objectives:
During this session, you will:
• Be familiar with the VMCAS 2022 Cycle results
• Understand the changes for the VMCAS 2023 application cycle
• Build an understanding of the various admissions tools available
• Learn about the Admissions and Recruitment Committee areas of focus
Presenters:
Diana L. Dabdub, BS, American Association of Veterinary Medical Colleges, Director for Admissions & Recruitment Affairs
DeJeahn Brown, Liaison International, Client Success Manager

5:30PM-7:30PM
Welcome Reception
MORETTI FOYER

FRIDAY, MARCH 4TH
7:30AM-4:00PM
REGISTRATION
MORETTI FOYER

7:30AM-9:00AM
BREAKFAST
MORETTI BALLROOM

9:00AM-10:30AM
Breakout Session
MORETTI BALLROOM
A Critical Assessment of the New Veterinarian: Debt, Compensation and Wellness
A critical assessment of the new veterinarian. We explore supply and demand in the market for veterinary education as well as how cohorts differ both amongst themselves and from previous classes.
Presenter:
Bridgette Bain, PhD, MS, American Veterinary Medical Association, Associate Director of Analytics
9:45AM-10:30AM  
**Breakout Session**  
**ELMORE**  
AAVMC Faculty & Clinician Wellbeing Study: Findings and Next Steps  
This presentation will provide participants with the current research results related to first-ever national faculty wellbeing study in the veterinary profession. This study will highlight data points for discussion and provide evidence-based approaches and recommendations for consideration. Environmental factors and wellbeing metric comparisons between academia and non-academic workplaces that impact wellbeing in the profession will also be discussed.  
Presenter:  
Makenzie Peterson, MSc, AAVMC, Director of Wellbeing

10:30AM-11:00AM  
**Break**  
**MORETTI FOYER**

11:00AM-12:30PM  
**Awards & Keynote:**  
Randall Bass  
**MORETTI BALLROOM**

12:30PM-1:30PM  
**Lunch**  
**MORETTI BALLROOM**

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**SPECTRUM OF CARE SYMPOSIUM**  
Sponsored by The Stanton Foundation

1:30PM-5:15PM  
**Spectrum of Care Symposium**  
Sponsored by The Stanton Foundation  
All Sessions  
**MORETTI BALLROOM**

1:30PM-1:35PM  
**Welcome & Introduction**

1:35PM-1:50PM  
**Academic Affairs Committee: Supporting Leaders by Creating Community**  
The AAVMC Academic Affairs Committee has supported global academic leaders by creating community through AAVMC Connect (online member engagement platform), and video conferencing. Major initiatives include the Veterinary Medical Education Initiative’s Transitions to Early Career Success, the Use of Animals in Education Task Force, and the AAVMC Spectrum of Care Initiative.  
Presenters:  
Jodi Korich, DVM, Associate Dean for Education, Cornell University  
Leslie Sprunger, DVM, PhD, Associate Dean for Professional Programs, Washington State University

1:50PM -2:05PM  
**VMEI Transitions to Early Career Success**  
The Veterinary Medical Education Initiative was established by AAVMC to scan the veterinary medical education continuum to identify potential gaps in the system and opportunities for improvement. The VMEI identified the transition to early career success as its initial focus. What can the academic and practice communities do to better prepare and support graduates in these formative early years? The VMEI will provide an update on its work.  
Presenter:  
Laura Nelson, DVM, MS, DACVS-SA, North Carolina State University College of Veterinary Medicine, Associate Dean and Director of Academic Affairs
2:05PM-2:15PM
AAVMC Use of Animals in Education Task Force
The AAVMC recently appointed a task force to explore and characterize the use of animals in the education of veterinary students and provide recommendations for a position statement.
Presenter:
Julie Hunt, BA, DVM, MS, Lincoln Memorial University, Associate Dean of Clinical Sciences

2:15PM-3:00PM
AAVMC Spectrum of Care Initiative
This session is intended to introduce the concept of Spectrum of Care (SOC) in veterinary medicine. Dr. Noyes will discuss the implications of SOC practice for veterinarians and training for veterinary students. She will present the AAVMC initiative to create a National Program to Prepare Veterinarians to Practice Across the Spectrum of Care and describe accomplishments to date as well as the next steps of the initiative.
Presenter:
Julie Noyes, VM, PhD (Educational Psychology), MA, MS, American Association of Veterinary Medical Colleges, Director for Academic Affairs

3:00PM-3:30PM
BREAK
MORETTI FOYER

3:30PM-4:30PM
Exploring the challenges of implementing the CBVE Framework in teaching hospitals
Attention must be paid to the clinic environment as veterinary colleges adopt the AAVMC Competency Based Veterinary Education framework because the clinic is where students apply their knowledge and develop hands-on skills. Whether we are considering teaching hospitals or practices within distributive models, financial resources, time, and personnel are needed to conduct regular assessments, provide feedback, and maintain a supportive environment for learning. These teaching needs are increasing at a time when teaching hospitals and private practices are managing higher caseloads and navigating the challenges of recruitment and retention of clinicians and veterinary nurses. In this session, a panel of Academic Affairs Committee members and medical directors will discuss current challenges within the clinical environment and share potential strategies for addressing them.

4:30PM-5:15PM
CVM Experience with using the CBVE Framework to Change our Final Year Student Assessment
In 2020-21, The Ohio State University’s College of Veterinary Medicine made changes to the assessment of VME IV students as the college adopted the American Association of Veterinary Medical College’s Competency Based Veterinary Education (CBVE) framework and moved towards programmatic assessment. There were 55,299 total competency assessments using ITERS and 2799 complete EPAs collected on approximately 190 students. Results of the assessment changes will be presented, and the process of assessment development will be shared.
Presenter:
Emma Read, DVM, MVSc, DACVS, The Ohio State University College of Veterinary Medicine, Associate Dean for Professional Programs
BREAKOUTS

1:30PM-2:15PM
Breakout Session
CORNING
Professional Hazing, Gaslighting, & Discrimination – What’s the Difference?
When we think about hazing, images of fraternities and other college-based groups fill our minds, but every group has its rituals, and every community determines its own “code for admission.” Veterinary medicine as a professional community is no different. Participants will learn about how cultural norms in the profession can span anywhere from subliminal gaslighting to keep the status quo, institutionalized hazing to make sure that everyone “earns their stripes,” to full-out discrimination. Participants will leave with a direction forward to learn to combat professional hazing in veterinary medicine.
Presenter:
Makenzie Peterson, MSc, AAVMC, Director of Wellbeing

2:15PM-3:00PM
Breakout Session
ELMORE
Implementing Virtual Recruitment and Admissions Strategies during the COVID-19 Pandemic
Restrictions during the COVID-19 pandemic presented a challenge for selection of applicants to the Purdue University College of Veterinary Medicine DVM program based on non-cognitive attributes. Three adaptations were made: A Situational Judgment Test was used early in the admission cycle; an asynchronous, standardized virtual interview was conducted on an online platform; informational videos and multiple virtual meeting sessions were organized in lieu of campus visits. Outcomes of these adaptations, relevance for a post-pandemic world, will be shared.
Presenter:
Jim Weisman, Clinical Associate Professor, Purdue University College of Veterinary Medicine, Assistant Dean for Clinical Education
Co-presenters:
S. Kathleen Salisbury, Purdue University College of Veterinary Medicine, Associate Dean for Academic Affairs, Professor of Small Animal Surgery
Malathi Rahavan, Purdue University College of Veterinary Medicine, Director of Outcomes Assessment and Data Management, Clinical Associate Professor
Lori Stout, Purdue University College of Veterinary Medicine, Director of Admissions and Recruitment

3:00PM-3:30PM
BREAK
MORETTI FOYER

3:30PM-4:30PM
Breakout Session
CECCHI BALLROOM
Development of a Competency-Based Education DEIJ Domain
Veterinary schools have an obligation to help develop a more diverse, equitable, inclusive, and just profession. This session focuses on optimizing a competency-based approach to incorporating DEIJ into veterinary classrooms and clinics.
Presenter:
Stephen Cole, VMD, MS, DACVM (Bacteriology, Immunology, Virology), University of Pennsylvania, Assistant Professor of Microbiology
Co-presenters:
Bobbi Conner, DVM, DACVECC, Virginia-Maryland College of Veterinary Medicine
Ricardo de Matos, LMV, MSc, DACVP, DECZM, Cornell University
Danielle Meritet, DVM, MS, DACVP, North Carolina State University
Moderator:
Flo Tseng, DVM, Tufts University

3:30PM-4:30PM
Breakout Session
ELMORE
Strategies for Integrating Diversity, Equity, and Inclusion Skills into Pre-Clinical Professional Skills Coursework
Participants in this session will have the opportunity to learn about an integrative curricular model for integrating diversity, equity, and inclusion into the pre-clinical 6-semester longitudinal Professional Skills series of courses at the University of Arizona College of Veterinary Medicine. By integrating DEI skills development into pre-clinical curricula and explicitly connecting these skills to the students’ evolving personal and professional identities, veterinary medical educators signal to students that these skills are foundational to becoming relationship-centered healthcare providers and leaders.
Presenter:
Teresa Graham Brett, JD, University of Arizona, Interim Senior Associate Dean, Student Affairs, Diversity & Inclusion and Assistant Professor
Co-presenter:
Ryane E. Englar, DVM, DABVP (Canine and Feline Practice), University of Arizona, Associate Professor of Practice and Director of Veterinary Skills Development
3:30PM-4:30PM

**Breakout Session**

**LIBRARY**

**Our College Community's Response to Challenges Following the Death of George Floyd**

Colleges of veterinary medicine, like the university, are at a critical moment to respond to social injustice. In this presentation, we will share the timeline of responses and events that occurred at the Minnesota CVM after the murder of George Floyd. We will then talk about the college's response to social unrest through mental health, wellness, and addressing community grief initiatives.

**Presenter:**
Elizabeth Martinez-Podolsky, University of Minnesota College of Veterinary Medicine, Director of Diversity, Equity, and Inclusion

**Additional presenters:**
Lauren Bernstein, MVB, MPH, DACVPM, University of Minnesota, College of Veterinary Medicine, Assistant Professor of Community Medicine
Katey Pelican DVM, PhD, FNAP, University of Minnesota, College of Veterinary Medicine, Co-Director Strategic Partnerships and Research Collaborative

**SATURDAY, MARCH 5**

7:30AM-11:00AM

**REGISTRATION**
MORETTI FOYER

7:30AM-9:00AM

**BREAKFAST**
MORETTI BALLROOM

9:00AM-9:45AM

**Breakout Session**

**CECCHI BALLROOM**

**Pathway Program Development**

Pathway programs can provide prospective students, especially those from underrepresented backgrounds, the opportunity to learn about veterinary medicine, gain experience and knowledge to be a more competitive applicant, all while learning about your program and establishing a network of future and current veterinary professionals. The opportunity to bring future students to your school will allow them to envision themselves at your school. Various pathway programs exist, ranging from one-day visits, summer camps, summer programs, and others. This session will provide examples of successful pathway programs and strategies for implementing a program at your institution.

**Learning Objectives:**

During this session, you will learn how to:
- Recruit and design pathway programs
- Identify funds to implement pathway programs
- Select and identify faculty to teach
- Assess impact of pathway programs

**Presenters:**
Hilda Mejia Abreu, BA, MPA, PhD, Michigan State University College of Veterinary Medicine, Associate Dean, Admissions, Student Life, and Inclusivity
Brittany S. Moore-Henderson, DVM, Mississippi State University College of Veterinary Medicine, Director of Admissions and Recruitment, Assistant Clinical Professor
EDUCATIONAL SESSIONS & PRESENTATIONS • (CONTINUED)

9:00AM-9:45AM
Breakout Session
TIMCHENKO

Current Teaching of Professional Skills in US Colleges and Schools of Veterinary Medicine
Professional skills are an integral part of a veterinary education. This presentation will highlight the current topics offerings at US AAVMC colleges and schools of veterinary medicine.

Presenter:
Donna Harris, DVM, MBA, MS (Strategic Foresight), Michigan State University, Assistant Professor

Harris earned her DVM degree from Michigan State University, her MBA from Grand Valley State University and a master's in strategic Foresight from the University of Houston. She teaches career development and practice management at the Michigan State University College of Veterinary Medicine.

9:45AM-10:30AM
Breakout Session
ELMORE

Media and College Culture: Friend and Foe
This presentation will focus on ways that different forms of media can be used to support ongoing and aspirational college climate initiatives and be utilized in crisis communication. With an ability to reach the masses beyond the college community, there are circumstances where media platforms can also have a profoundly negative impact on institutional climate. This presentation will highlight this spectrum of potential impacts and share a set of lessons learned from recent experiences and recommendations from crisis communication literature.

Presenter:
Karen Cornell, Texas A&M University College of Veterinary Medicine & Biomedical Sciences, Associate Dean for Professional Programs

Co-presenters:
Kenita Rogers, DVM, MS, Diplomate ACVIM (oncology), Texas A&M College of Veterinary Medicine and Biomedical Sciences, Professor Emeritus
Nance Algert, PhD, LPC, President, The Center for Change and Conflict Resolution
Jennifer Gaunt, MA, Texas A&M College of Veterinary Medicine and Biomedical Sciences, Director CVMBS Communications

9:45AM-10:30AM
Breakout Session
CORNING

Understanding Cultural Competency, Diversity, Equity, and Inclusion Across Veterinary Institutions: A Global Perspective through Survey and Focus Group Discussions
Presentation engages interested audience in understanding cultural competency, and how diversity, equity and inclusion is encouraged across veterinary institutions globally with a primary focus beyond North America.

Presenter:
Elpida Artemiou, PhD, Ross University School of Veterinary Medicine, Associate Professor of Clinical Communication

Co-Presenters:
Kimberly Carney, DVM, MPH, DACVPM, Lincoln Memorial University College of Veterinary Medicine, Associate Dean of Student Affairs and Admissions, Coordinator of International Programs
Rafael Gianella Mondadori, PhD, Federal University of Pelotas, Brazil, Professor, Federal University of Pelotas

10:30AM-11:00AM
BREAK

MORETTI FOYER

11:00AM-12:30PM
Awards & Keynote:
Nikole Hannah-Jones

MORETTI BALLROOM

12:30PM-1:00PM
Book Signing
MORETTI FOYER

12:30PM-1:00PM
LUNCH — Grab and Go
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AAVMC STAFF

Please contact any member of the staff should you have a question or need assistance during the conference.

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UPCOMING MEETINGS

- AAVMC Summer Meeting
  July 29, 2022

- Primary Care Veterinary Educators (PCVE)
  April 20-23, 2022

- Veterinary Educator Collaborative (VEC)
  June 28-30, 2022

- Veterinary Scholars Symposium (VSS)
  August 4-6, 2022

- Deans Leadership Conference
  January 12-14, 2023

- Catalyze 2023
  March 9-11, 2023

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