



American Association of
Veterinary Medical Colleges



SPECTRUM OF CARE

AAVMC • ANNUAL REPORT 2022



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RISING TO THE OCCASION

The AAVMC has risen to the occasion during the past year, building on our strengths and identifying opportunities for improvement.

AAVMC continues to emerge through the ongoing global health crisis, economic fluctuations and increasing veterinary workforce shortages. We are focused on the mission and core values that guide our programs in support of the evolving needs of our stakeholders.

As a result of an organizational effectiveness assessment, the staff experienced record growth. We welcomed a total of nine new team members. Additionally, we gained four new member institutions to expand our global footprint, which now extends to Africa. We are working on building long-standing relationships to advance education and training, such as the first Vet Med Africa symposium in November 2022.

A continued focus on providing resources in education and training was executed through the AAVMC Learn platform. Courses in wellbeing, diversity and competency-based education are now available and many more are under development.

The Annual Conference returned to in person with a hybrid offering and introduced the Spectrum of Care Symposium, which will continue in the coming year. The Spectrum of Care (SOC) task force is currently building out the SOC education model while mapping the SOC competencies onto the CBVE framework.

The recent growth and expansion of the AAVMC was designed to support organizational and stakeholder needs while introducing new initiatives and maintaining academic excellence. We look forward to embracing new challenges, advancing the profession, and promoting academic veterinary medicine.




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

STRONG CORE VALUES ARE THE ROADMAP TO SUCCESS

Our work is guided by five core values that inform our thinking and guide our actions: integrity, service, diversity, inclusion, and excellence.

Seeing the Spectrum of Care Initiative begin to take shape has been a particular highlight of my term as President. This initiative to improve access to care means extending critical resources to all and equipping future veterinary medical professionals to treat more diverse socioeconomic groups.

This stands out to me from the past year because it encompasses so many of our organization's core values. When we bring inclusion and accessibility to the forefront, we are propelling the entire profession forward and demonstrating the importance of integrity, service, diversity, inclusion, and excellence.

I am proud to be AAVMC's fourth female president since its inception in 1966, and am encouraged by my successor, Dr. Ruby Perry, who will take the helm in 2023. Dr. Perry will be the first African American female president of the AAVMC and chair of the Board of Directors. I am pleased to see such important steps being taken to not only showcase our passion for diversity and inclusion within our member institutions, but also at a leadership level.

Being President of the AAVMC Board of Directors has been an incredible honor. Since accepting the position in January 2022, I have had the unique opportunity to see incredible collaboration and innovation across the vet med industry. I am excited to see the continued work that AAVMC will do to advance veterinary medicine, while always keeping those five core values at the heart of what we do.




Susan Tornquist, DVM, PhD
President, AAVMC Board of Directors

A YEAR IN REVIEW

AAVMC UPDATES & EXPANSION

Over the past year, AAVMC has continued to evolve as necessary to inspire and promote excellence in academic veterinary medicine while pursuing the core values of integrity, service, diversity, inclusion, and excellence.



AAVMC team expands

AAVMC welcomed nine new staff members to support several initiatives.

- **Kwadwo Amakye**, Manager for Information and Technology Services
- **Jessica Elena Brodsky, PhD**, Educational Researcher for the Spectrum of Care Initiative
- **Caryn Cabaniss**, Program Assistant
- **Madison Croxson**, Manager for Marketing and Communications
- **Heather N. Fedesco, PhD**, Assistant Director of the Spectrum of Care Initiative
- **Jennifer Ingalls**, Executive Assistant
- **Susan Leigh**, Director for Marketing and Communications
- **Julie Noyes, DVM, PhD**, Director for Academic Affairs and Executive Director of the Spectrum of Care Initiative
- **Dina O'Rourke**, Manager for Meetings and Events



Four new member institutions join AAVMC

The AAVMC welcomed three new provisional member institutions over the past year. **James Cook University** (Australia), **University of Nottingham** (United Kingdom) and **University of Liverpool** (United Kingdom) all contribute to the organization's global reach.

The AAVMC also welcomed the first member on the African continent, **University of Pretoria** in South Africa. University of Pretoria joined as a collaborative member institution in August 2022.



A YEAR IN REVIEW – AAVMC UPDATES & EXPANSION (CONTINUED)



AAVMC Board President, Dr. Susan Tornquist



*Dr. Ruby Perry, AAVMC President-Elect
at Deans Dinner, Watergate Hotel*

Two consecutive female presidents to lead the AAVMC Board of Directors

Dr. Susan Tornquist, Oregon State University, leads the AAVMC board as president. Her successor, Dr. Ruby Perry of Tuskegee University, will ascend to lead the board in 2023.

Tornquist is the fourth female president of the board since AAVMC's founding in 1966. Perry will be the fifth, in addition to becoming the first African American female president.

The AAVMC Board was reorganized this year to reflect updates to the international orientation of the organization. Specific changes include:

- Former At-Large Directors representing Departments of Comparative Medicine and Departments of Veterinary Science have been eliminated, as has the non-voting Liaison to APLU position.
- The Board now has six At-Large Directors, determined by density of schools per area:
 - Three representing Region I (U.S., Mexico & the Caribbean)
 - One representing Region II (Canada)
 - One representing Region III (Europe)
 - One representing Region IV (Australia, New Zealand & South Korea)



AAVMC Launches “AAVMC Learn”

AAVMC launched AAVMC Learn, a new learning management system designed to provide a platform for asynchronous learning through a comprehensive digital trove of information resources.

Members can now access a wide array of educational materials, ranging from professional development to Diversity, Equity, and Inclusion (DEI), and Wellbeing. Materials on Competency Based Veterinary Education are coming soon.





SPECTRUM OF CARE

The Spectrum of Care Initiative

The term “spectrum of care” (SOC) has only recently been defined in the veterinary literature as the “...wide spectrum of diagnostic and treatment options [that veterinarians] can provide for their patients” (p. 1386, Stull et al., 2018). Practicing across the spectrum entails “providing a continuum of acceptable care that considers available evidence-based medicine while remaining responsive to client expectations and financial limitations” (p. 464, Fingland et al., 2021).

AAVMC’s Spectrum of Care (SOC) Initiative is committed to preparing career-ready veterinarians who can competently and confidently offer a wide range of high-quality, affordable care options to a socioeconomically diverse clientele.



American Association of Veterinary Medical Colleges Receives \$1.3M Grant from The Stanton Foundation for the Development of SOC Initiative

In June of 2022, the AAVMC announced a \$1.3 million grant awarded by the Stanton Foundation to support the AAVMC SOC Initiative.

The Stanton Foundation has contributed support to the initiative since its inception in 2021.

This new grant will support work over the next two years to develop an educational model that will prepare future veterinarians to provide comprehensive care to patients from all walks of life.

AAVMC Spectrum of Care Team

This critical research and development of educational materials is led by **Julie Noyes, DVM, PhD**, AAVMC's Director for Academic Affairs and Executive Director of the Spectrum of Care Initiative. Dr. Noyes is one of the leading educationalists working in academic veterinary medicine and has demonstrated experience developing and implementing a variety of evidence-based educational strategies and designing competency-based courses and curricula for professional and academic programs.

Dr. Noyes is supported by Assistant Director **Heather N. Fedesco, PhD** and **Jessica Elena Brodsky, PhD**, Educational Researcher.

THE STANTON
FOUNDATION

"This funding will help us establish an evidence-based pedagogical approach to better prepare graduates for practice, meet the needs of a diverse clientele, and provide high-quality care to more patients. We believe the result of this work will be transformational to the profession and help address the growing challenge of affordability of veterinary care."

— Dr. Julie Noyes



GRANTS, SCHOLARSHIPS & AWARDS



Dr. Erin Malone, winner of AAVMC Distinguished Veterinary Teacher Award, Presented by Zoetis, receives the award from Dr. Christine Jenkins and VP of Zoetis



Dr. Lorrie Gaschen, winner of Iverson Bell Award

AAVMC Distinguished Veterinary Teacher Award, Presented by Zoetis

The AAVMC Distinguished Veterinary Teacher Award, Presented by Zoetis, is considered one of the most prestigious teaching awards in international academic veterinary medicine. It recognizes excellence in professional veterinary medical education and is presented to an educator whose sustained record of teaching excellence and ability, dedication, character, and leadership has contributed significantly to the advancement of the profession.



Dr. Erin Malone

University of Minnesota

Dr. Malone is a professor in the Department of Veterinary Population Medicine, interim associate dean of academic and student affairs and the assistant dean of curriculum at the UMN-CVM. A board-certified large animal surgeon and researcher, she has taught at UMN-CVM since the 1990s, where she champions interactive, team-based learning to better equip students to transition from the classroom to clinical practice. Dr. Malone is the winner of numerous teaching and faculty awards and grants. She takes an evidence-based approach to teaching and learning, using proven techniques drawn from brain science to make learning more memorable and fun, as well as more effective. She has particular interest in how the brain learns the psychomotor skills required for successful clinical practice. Dr. Malone also worked closely with both the student and national American Veterinary Medical Association (AVMA) to increase awareness of the importance of student and mental health wellbeing resources.

zoetis

Thanks to generous sponsorship and donations from several corporate and non-profit organizations, AAVMC had the opportunity to award exceptional professional achievements and service this year, including:



AAVMC Excellence in Research Award, sponsored by Elanco

The AAVMC Excellence in Research Award designates the outstanding veterinary medical researcher of the year, as selected by a committee of peers. The AAVMC Board of Directors established the annual research award in 2010 to recognize outstanding research and scholarly achievements in the field of veterinary medicine. It recognizes an individual who, over the course of his or her career, has demonstrated excellence in original research, leadership in the scientific community, and mentoring of trainees and colleagues in any discipline of veterinary medicine.



Dr. Barry T. Rouse
University of Tennessee

UT Distinguished Professor Dr. Rouse is a renowned researcher in the fields of viral immunology and immunopathology, primarily studying the herpes simplex virus (HSV) and how HSV can cause critical eye and nervous system tissue damage, with a view towards the development of therapeutics and vaccines. He has received National Institute of Health (NIH) funding for more than four decades, with breakthroughs that include increasing understanding of how a particularly important subset of T lymphocytes and T-regulatory cells in general contribute to viral disease. He has also identified new potential interventions to treat or prevent development of HSV-caused blindness, developed tools to measure HSV immunity, and pioneered the application of DNA vaccination to HSV infection. Currently, his research is exploring the value of manipulating metabolic pathways to change the outcome of viral diseases.



Iverson Bell Award, sponsored by Banfield

The Iverson Bell Award recognizes outstanding leadership and contributions in promoting opportunities for under-represented minorities in veterinary medical education.



Dr. Lorrie Gaschen
Louisiana State University

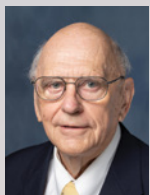
Dr. Gaschen is a professor of diagnostic imaging and past associate dean for diversity and faculty affairs at LSU-SVM, where she created the Office of Diversity, Equity, and Inclusion (DEI). Her work included introducing school-wide DEI workshops and trainings and integrating culture competency training into the veterinary student curriculum. Dr. Gaschen's DEI office, along with the Office of Student Affairs and Admissions, established relationships with surrounding historically Black colleges and universities to promote underrepresented minority (URM) recruitment. She was instrumental in creating two scholarships for URM veterinary students that covered in-state tuition, plus an additional \$15,000. Dr. Gaschen advised student affinity group organization and helped to create the first student association of black veterinarians at LSU. Due to these and other efforts, the School of Veterinary Medicine was able to increase student diversity from seven to 30 percent within four years. URM students comprise 28 percent of the class that will graduate in 2024 and include the highest total number of African American students admitted to a class in the school's history.





AAVMC Billy E. Hooper Award for Distinguished Service

The AAVMC Billy E. Hooper Award for Distinguished Service 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. Daryl D. Buss

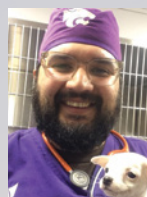
Formerly of the University of Wisconsin and retired editor of JVME

Dr. Buss' more than 50-year career has included clinical practice, teaching, leadership of academic institutions and the AAVMC, and ultimately, Editor-in-Chief (EIC) of the AAVMC'S Journal of Veterinary Medical Education (JVME). He served for 17 years as the dean of the University of Wisconsin School of Veterinary Medicine, where he was also a faculty member in the Department of Comparative Biosciences and continued to teach cardiovascular physiology, his specialty, to veterinary medical students. Under his leadership as EIC, JVME expanded in scope and international outreach and made the transition from a purely print journal to a print/digital hybrid model.



Patricia M. Lowrie Diversity Leadership Scholarship

The Patricia M. Lowrie Diversity Leadership Scholarship recognizes veterinary students who have demonstrated exemplary promise as future leaders and have made significant contributions to enhancing diversity and inclusion in academic veterinary medicine. The \$6,000 Lowrie scholarship honors individuals who have been consistent champions of addressing inequities and under-representation in the veterinary profession, have advocated for social justice, and, who have advanced valuing diversity and inclusion at AAVMC member institutions.



Mr. Ron Orchard

Student at Kansas State University

Mr. Orchard is a 4th year, dual-degree DVM/ MPH student at KSU-CVM, who recently completed his MPH degree. Mr. Orchard worked extensively as a veterinary technician before entering veterinary medical school. He is a certified animal welfare administrator who completed forensic training to detect animal cruelty, as well as training in disaster response, and foreign animal disease recognition. In 2018, he received a Certificate in Organizing Social Change from the Midwest Academy, and in July 2021, he completed the Certificate for Diversity & Inclusion in Veterinary Medicine from the Purdue University College of Veterinary Medicine, with an eye toward working to increase diversity and inclusion in veterinary medicine. Whether mentoring students or advocating for homeless pets, he has volunteered countless hours supporting efforts to provide free preventive veterinary care to vulnerable community members and at-risk animals.

GRANTS, SCHOLARSHIPS & AWARDS (CONTINUED)



AAVMC Communications Excellence Award

The Ohio State University



Dr. Andrew T. Maccabe presents the 2022 AAVMC Communications Excellence Award to the Ohio State University.

AAVMC Receives a \$1.875M Grant from the Zoetis Foundation to Support Veterinary Students

The Zoetis Foundation has committed to providing AAVMC with a \$1.875 million grant to fund the 2023 Zoetis Foundation/AAVMC Veterinary Student Scholarship, supporting 263 2nd and 3rd year veterinary students equating to \$7,000 in funding per student. This scholarship program will address the issue of student debt as well as the need to foster diversity in the veterinary profession. Zoetis Inc. previously funded scholarships for AAVMC, and this Foundation grant will triple Zoetis Inc.'s previous support to provide students increased scholarship funds.

The Zoetis Foundation's 2023 grantees will provide greater access to education and mental wellness resources, expand veterinary debt relief, support diversity and inclusion efforts, and help enable thriving livelihoods for veterinarians and farmers.

zoetis foundation

AAVMC and FFAR Announce 2022 Vet Fellows

In collaboration with the Foundation for Food & Agriculture Research (FFAR), AAVMC proudly announced the 2022 cohort of FFAR Vet Fellows. The three-month summer fellowship prepares future veterinarians for research and public services careers.

FFAR builds public-private partnerships to fund bold research addressing food insecurity and agriculture challenges. In 2018, FFAR teamed up with AAVMC to establish the FFAR Vet Fellows and integrate the fellowship with existing summer student research programs. This fellowship culminates at the AAVMC National Veterinary Scholars Symposium at the end of the summer. This program is open to domestic and international students currently enrolled in a DVM or VMD degree program, including combined degree programs.



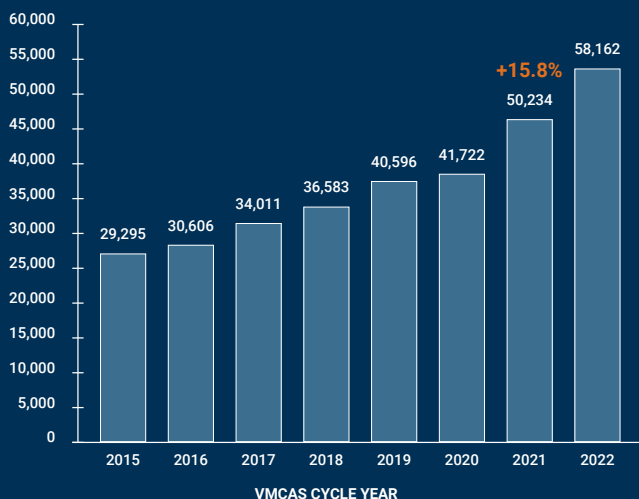
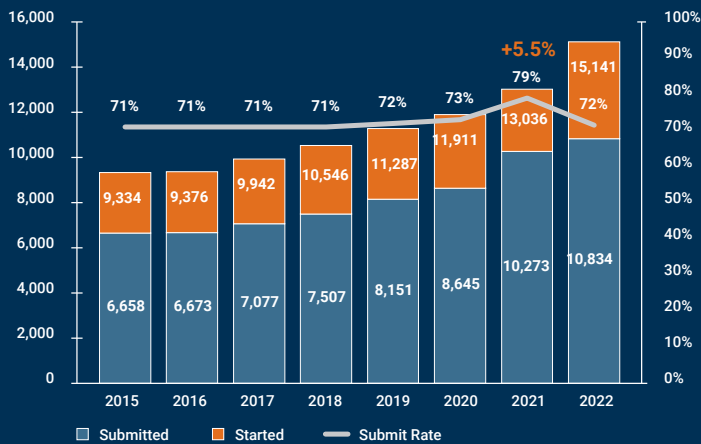
ADMISSIONS & RECRUITMENT

VMCAS 2022 Cycle

Individuals in Pool and Submit Rate

Total Applications Submitted

Average number of programs applied to = 5.37



Another Solid Increase in VMCAS Applicants for 2021

Record numbers of applicants continue to seek admission to veterinary medical schools affiliated with the AAVMC. In the 2021-2022 Veterinary Medical College Application Service (VMCAS) admissions cycle, a total of 10,834 applications were received, representing a 5.5% increase from last year's cycle.

Youth Marketing Initiative

AAVMC's youth marketing initiative, designed to inspire and cultivate interest in veterinary medicine, continues to develop.

The program is a major element of the AAVMC's National Recruitment Strategy and is expected to play a critical role in ongoing AAVMC efforts to recruit students to serve in a more diverse veterinary medical profession.



AAVMC Partnered with HOSA to Promote Veterinary Medical Careers via Veterinary Science Competitive Event

The event is part of a year-long sponsorship, designed to generate maximum visibility for the veterinary medical profession and provide young people interested in veterinary science with role models, mentors and materials to help them make informed career choices.

The Veterinary Science Competitive Event showcased outstanding veterinary science competitors from HOSA-chartered associations and local chapters. AAVMC will sponsor a host of additional activities over the course of the next fiscal year. This partnership will help continue to optimize efforts to reach diverse communities and expose the veterinary profession to the emerging young professional.

HOSA is a global, student-led organization that promotes health industry career opportunities.

The event is part of a year-long sponsorship that is designed to generate maximum visibility for the veterinary medical profession and provide young people interested in veterinary science with role models, mentors, and the most up-to-date materials available to help them make informed career choices.

The Veterinary Science Competitive Event will showcase outstanding veterinary science competitors from HOSA-chartered associations and local chapters, enabling members to learn more about veterinary medical care and what knowledge and skills are required for the diagnosis and treatment of animals.

“The sponsorship between AAVMC and HOSA provides a ‘win-win’ for both organizations,” said HOSA Executive Director Jim Koeninger. “It provides young people interested in veterinary science with the best role models and mentors possible combined with the AAVMC’s pipeline of young people who are involved in making career choices.”

AAVMC provides financial management support to APVMA

AAVMC provides financial management support to the American Pre-Veterinary Medical Association (APVMA) via a MOU. This agreement provides AAVMC with a unique opportunity to support pre-veterinary students.

“Everything that will be created will have a DEI focus as our ultimate goal is to create pathways to veterinary medicine through nurturing and support of diverse students.”

— Diana Dabdub, Director for Admissions and Recruitment Affairs

ADVOCACY



Mr. Kevin Cain, AAVMC Director
for Governmental Affairs

Kevin Cain recognized as top 100 lobbyist

AAVMC Director for Governmental Affairs Kevin Cain was named one of the Top 100 lobbyists by the National Institute for Lobbying & Ethics (NILE) in December 2021.

Those selected exhibited significant 2021 success, and demonstrated an innovative approach to their work, adherence to high ethical standards and a commitment to give back to their community and profession.

The NILE Top Lobbyist program solicited nominations from lobbyists over a seven-week process. All nominees were nominated by their peers, clients, or Congressional staff and were evaluated blindly to ensure that the program was 100% merit based.

Advocacy Day 2022

AAVMC's Advocacy Day 2022 priorities were as follows:

Co-Sponsor H.R. 5654 and S. 3048, the Higher Education Mental Health Act of 2021

- This bill advances the current efforts of AAVMC and its members to better understand mental health and wellbeing within the academic environment and the efficacy of resources. AAVMC recognizes that policies and systems can impact the mental health and wellbeing of not only students, but the entire academic community.

Co-Sponsor the Veterinary Medicine Loan Repayment Program (VMLRP) Enhancement Act, H.R. 2447 & S. 2215

- The Veterinary Medicine Loan Repayment Program provides loan repayment of up to \$25,000 per year for three years. Payments are made to veterinarians with qualified student loans who have agreed to practice in areas that the US Department of Agriculture has designated as having a shortage of veterinarians, especially for food animals. Unfortunately, the program is subject to a 37 percent withholding tax. This bipartisan legislation would eliminate that tax disparity.

Co-Sponsor the Student Assisted Vaccination Effort (SAVE) Act, H.R. 5699 & S. 2114

- The SAVE Act is bipartisan legislation that simply codifies existing emergency provisions and makes permanent the ability of health professions students to vaccinate during federally declared public health emergencies.



AAVMC/APLU Gene Editing Task Force Recommends 'Remodeling' Federal Regulatory Landscape and Task Force Member Dr. Jon Oatley Testifies Before Congress

Gene editing in agricultural animals has the potential to unleash enormous gains in productivity. But for those gains to be realized, "a remodeling of the federal regulatory landscape is needed," as published by a joint task force made up of AAVMC and APLU members.

The expert panel also outlined a series of steps that could pave the way for fully reaping the potential benefits of gene editing technology:

- Establish a national coalition of scientific experts, bioethicists, and engagement specialists from APLU and AAVMC member institutions to serve as a sounding board and think-tank related to the modernization of the existing federal regulatory framework.
- Engage with federal legislators, staffers, and the White House Office of Science and Technology Policy (OSTP) and inform them on key issues related to regulatory approval and monitoring processes for gene editing applications in livestock.
- Distribute the task force report to stakeholder organizations and agencies like U.S. Land-grant universities, the FDA, the USDA, the Food and Agricultural Organization (FAO) of the United Nations, the Gates Foundation, and others.
- Establish a University Research Consortium of scientific experts developing gene editing applications in livestock that will facilitate collaborative research and educational initiatives.

Following the release of this report, task force member Dr. Jon Oatley testified during a joint hearing of the House Committee on Agriculture's Sub-Committees on Livestock and Foreign Agriculture and Biotechnology, Horticulture and Research.

"The current state for federal evaluation, approval, and monitoring of intentionally genetically altered animals in the U.S. are based on processes established for transgenic technologies which do not align well with the state-of-the-art gene editing technologies. In addition, these processes are viewed by many developers of genetic engineering applications in livestock as ambiguous, glacial in pace, and cost prohibitive."

– Dr. Jon Oatley



Dr. Jon Oatley, AAVMC/APLU Gene Editing Task Force Member

DIVERSITY, EQUITY & INCLUSION



Dr. Lisa Greenhill receives AAVMC's Presidential Award for Meritorious Service, presented by AAVMC President, Dr. Paul Lunn

AAVMC Produces Glossary of terms in DEI

As the academic veterinary medical community works together to create more diverse and inclusive environments in our colleges and schools, it is important that we share a common understanding.

The AAVMC has produced a glossary of terms that are commonly used in programs and discussions associated with diversity, equity and inclusion. The AAVMC will review and update the document annually.

Dr. Lisa Greenhill recognized with PrideVMC 2021 Leadership Award and AAVMC's Presidential Award for Meritorious Service At AAVMC's Catalyze 2022 annual conference

Dr. Greenhill, Chief Diversity Officer and Senior Director for Institutional Research was recognized by the Pride Veterinary Medical Community (PrideVMC) with their 2021 Leadership Award for her leadership on DEI issues in veterinary medicine, particularly those pertaining to LGBTQ+ individuals in the profession. In addition, she was also awarded with the 2022 AAVMC Presidential Award for Meritorious Service for her years of service and contributions to advancing DEI.



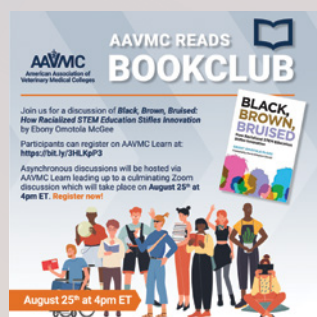
Diversity Community Reads

AAVMC Reads promotes timely and thought-provoking books for our members to read. Asynchronous discussions are hosted by AAVMC for each book club selection to promote conversation and understanding.

Diversity & Inclusion on Air

AAVMC's signature podcast, Diversity & Inclusion on Air continues to regularly produce episodes featuring expert guests.

Full episodes are available to stream on the Diversity & Inclusion on Air YouTube channel, as well as most streaming services at <https://www.youtube.com/c/DiversityMattersatAAVMC>



Merck Animal Health to Sponsor Two AAVMC Initiatives that Promote Diversity, Equity and Inclusion

Merck Animal Health will sponsor two AAVMC initiatives that are designed to support DEI: a fee waiver program for economically disadvantaged students to apply to veterinary medical school and a scholarship for a student who demonstrates outstanding leadership in support of DEI.

The Merck Animal Health Diversity Applicant Fee Assistance Program

The Merck Animal Health Diversity Applicant Fee Assistance Program will supplement AAVMC's current Fee Assistance offerings. It will allow qualified veterinary medical school applicants who use the VMCAS to waive one additional designation fee to apply to an additional school. To qualify for this fee waiver, applicants must be approved for a first-designation waiver and be an applicant from a group underrepresented in veterinary medicine (URVM), a first-generation college student, or a Pell Grant-eligible student.

The Merck Animal Health Diversity Leadership Scholarship

The Merck Animal Health Diversity Leadership Scholarship will add to AAVMC's recognition of veterinary students' contributions to DEI leadership. The scholarship will recognize second- or third-year students in good academic and professional standing at an AAVMC member institution. Awardees must demonstrate a record of contributing to enhancing diversity and inclusion through course projects, co-curricular activities, outreach, domestic and community engagement, research, and/or developed an early reputation for influencing others to be inclusive. These scholarships will honor the individuals who have been consistent champions of addressing inequities and underrepresentation in the veterinary profession; have advocated for social justice; and, who have advanced valuing diversity and inclusion at AAVMC member Institutions. Each recipient will be awarded a one-time scholarship payment in the amount of \$5,000.



PROFESSIONAL DEVELOPMENT & INNOVATION



*Participants of the 2021-2022 Leadership Academy during CATALYZE 2022
at The Watergate Hotel, Washington, DC*

Leadership Academy

AAVMC launched the Leadership Academy in 2012 to provide leadership development for emerging leaders in academia and to provide a forum for building lasting ties between faculty members at veterinary schools and departments around the world.

The AAVMC Leadership Academy is unique in that it is focused on helping develop tomorrow's leaders of academic veterinary medicine. The 2021-2022 cohort was an incredible success, and thanks to the generous support of **Elanco**, AAVMC offered enrollment in the Academy with no registration fee.



*CIVME council members at AAVMC Annual Meeting,
March 2022, Washington D.C., United States*



CIVME

The Council on International Veterinary Medical Education (CIVME) was established in 2016 by the AAVMC to promote collaboration, foster innovation and share best practices on a worldwide scale to advance the quality of teaching and learning in veterinary medical education.

CIVME hosts two annual grant programs, **CIVME Research Grant Program** and **CIVME Antimicrobial Stewardship Grant Program**.

CIVME Research Grant Program

The council's **Research Grant program** will provide a means for:

- Communication and collaboration that advances veterinary medical education around the world
- Collaboration amongst educational researchers
- Dissemination of innovations and other educational advances, to magnify the impact of projects by outreach to educators and their respective organizations

2022 Grant Recipients:

- Non- University Veterinary Educational Trips,
Dr. Rebecca Garabed, The Ohio State University
- Initiation of a Global Collaborative Veterinary Telemedicine Program to enhance Veterinary Education and Diagnostics,
Dr. Sarah Corner, Michigan State University
- Evaluating International Approaches to Teaching Core Concepts in Veterinary Radiology Positioning,
Dr. Jane Manfredi, Michigan State University

CIVME Antimicrobial Stewardship Grant Program

In partnership with MSD Animal Health, the council's **Antimicrobial Stewardship Grant program** seeks to improve instructional programs related to AMR in educational institutions around the world. The grant program focuses on antibiotic stewardship and emphasize disease prevention through improved vaccination protocols.

2022 Grant Recipient:

- Generating Veterinary Student Ambassadors to Combat Antimicrobial Stewardship Programmes in Four Veterinary Schools in the World,
Dr. Nayan Wijayawardhane, University of Peradeniya



WELLBEING



AAVMC Signed International Statement on Mental Health and Wellbeing

The AAVMC joined other major veterinary medical organizations to formally express support for making mental health and wellbeing a global priority for veterinarians and all members of the veterinary healthcare team. The AAVMC signed and committed to the intentions of Mind Matters International, a statement created by the American Veterinary Medical Association (AVMA) and the Mind Matters Initiative out of the Royal College of Veterinary Surgeons (RCVS) in the United Kingdom. The Mind Matters International Statement on Mental Health and Wellbeing emphasizes the need to maintain high levels of mental health and wellbeing to promote a healthy and sustainable profession. AAVMC participated in the Mind Matters International Roundtable in September 2021 along with other valued partners within veterinary medicine to share evidence-based approaches and ways to support our communities. AAVMC representatives also presented at the 2nd annual RCVS Mind Matters Mental Health Research Symposium in November 2021. This symposium aims to bring together researchers from across the world who are interested in the mental health and wellbeing of veterinary professionals.

AAVMC delivered keynote address at IPEC Meeting in Washington, DC

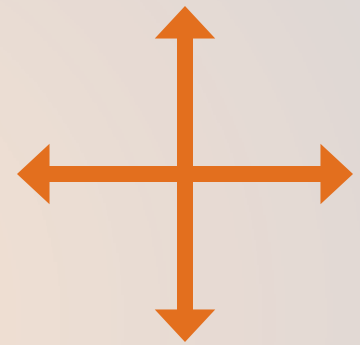
AAVMC was delighted to engage with fellow health colleagues at the Interprofessional Education Collaborative (IPEC) June meeting to discuss the current state of stress and burnout in the health professions, and its ties to the pandemic of COVID-19, health inequities, and structural racism. Dr. Makenzie Peterson, Director for Wellbeing, AAVMC delivered a keynote in collaboration with Dr. Kimber Bogard, Deputy Executive Officer, Programs, National Academy of Medicine, Action Collaborative on Clinician Well-Being, and Resilience on the topic of Promoting Resilience, Empathy, and Wellbeing in the Health Professions. Best practices on strategies to promote resilience, empathy and wellbeing in students, residents, faculty, and practitioners across health professions were shared. The IPEC meeting also provided participants with the opportunity to discuss challenges and opportunities around emerging IPEC topics to better enhance wellbeing and diversity, equity, and inclusion within the health professions.

AAVMC Introduced Suicide Prevention Awareness Month Toolkit

In observance of Suicide Prevention Awareness Month in September, the AAVMC offered resources and guidance to help communities strategically focus their efforts related to suicide prevention during this month and beyond. "It is crucial that students and professional groups who share our commitment to reducing suicide in the profession follow the evidence-based approaches and promote messages that focus on prevention, hope, empowerment, and healing," said the AAVMC's Director for Wellbeing Dr. Makenzie Peterson. "How we discuss and respond to suicide in the veterinary profession matters." The AAVMC compiled suicide-related data and other strategic resources into an abridged Suicide Prevention Awareness Toolkit.

Accepted Student Wellbeing Course Now Available on AAVMC Learn

A new Accepted Student Wellbeing Course produced by the AAVMC's Offices of Wellbeing and Admissions and Recruitment is now available for students. The course is targeted at helping accepted students think critically and holistically about their wellbeing pre-arrival to veterinary medical school but is open to all, according to AAVMC Director for Wellbeing Dr. Makenzie Peterson.



Individuals can access the course through the AAVMC's new online learning management system AAVMC Learn. The goal of this project is to establish a baseline knowledge of wellbeing for incoming students; its connection to diversity, equity, and inclusion; create a unified sense of "readiness" and language related to wellbeing; and help students create their wellbeing care-plans prior to arriving on campus. Members can also look forward to another course being created later this academic year regarding student wellbeing and the transition into clinics. Accepted Student Wellbeing Course Now Available on AAVMC Learn.

Task Force on Wellbeing Competencies for Curriculum Integration

The Competency-Based Veterinary Education (CBVE) program has several items related to wellbeing, and several colleges have tasked their wellbeing professionals and/or faculty to develop wellbeing competencies and learning objectives along with tools for assessment. The Academic Affairs Committee (AAC) and the Academic Veterinary Wellbeing Professionals (AVWPs) have collaborated to form a task force with the intention of generating a list of "considerations & possibilities" of wellbeing competencies, learning objectives, and assessment tools to provide support for faculty.

Pathways to Change: Creating a Culture of Wellbeing by Design

Generating organizational wellbeing solutions for veterinary medical education through evidence-based approaches, design-thinking, and change management practices.

There is overall agreement that veterinary medical education as a profession is facing issues related to wellbeing that are impacting not only students but the entire academic community. There is an opportunity to create change that would address these issues at an organizational level using evidence-based approaches. AAVMC received funding from the newly established **Zoetis Foundation** to develop a program over the next year that provides a pathway for volunteer institutions to move towards organizational, structural change that supports an inclusive climate of wellbeing. This program will focus on supporting the efforts of member institutions wanting to develop and implement preventative measures by looking at the systems, policies, and environments to mitigate distress and enhance wellbeing. Program participants will have access to experts in design-thinking, organizational change management, and evidence-based practices in organizational wellbeing. With this program guiding and empowering member institutions, participants will have the opportunity to shape the future of veterinary medical education around the world. Additional information will be provided once development is complete.

zoetis foundation

Well on Our Way

In collaboration with the Veterinary Mental Health Initiative (VMHI) based out of The Shanti Group, and also generously funded by the Zoetis Foundation, the Well On Our Way program is a wellbeing webinar series being developed by the best wellbeing professionals in veterinary medicine with applicable, evidence-based and timely skill building to help veterinarians, both in academia and beyond, be "well on their way" throughout their careers.

The monthly webinar series amplified the curriculum from VMHI from their evidence-based peer-support model program to students and the general veterinary population. The series provided products that educators and learners can rely on and have confidence in – not just within veterinary colleges but also throughout the profession as lifelong learners.

VMHI provided an empathetic and supportive program to help professional peers navigate through similar challenges. They emphasized processing stress and grief, learning effective coping skills, implementing a healthier work-life relationship, and renewing a love for veterinary medicine.

INSTITUTIONAL RESEARCH

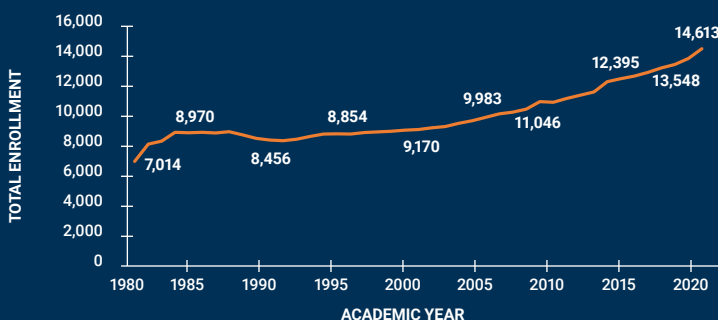
Percentage of Racially/Ethnically Underrepresented Students

Enrolled at U.S. Colleges of Veterinary Medicine
AAVMC Internal Data Reports • 2022



Total Number of Enrolled Students

at U.S. Colleges of Veterinary Medicine
AAVMC Internal Data Reports • 1980-2022



AAVMC Publishes 2021-2022 Annual Data Report

Total enrollment in U.S. colleges of veterinary medicine rose 4.7 percent over last year and, among those enrolled, the number of students from underrepresented racial and ethnic groups is higher than ever before at 23.2 percent. However, the percentage of men enrolled continues to decline and dropped a full percentage point from the previous year to 17.3 percent.

Those are just a few of the highlights gleaned from the recently released 2021-2022 Annual Data Report, now available at aavmc.org.

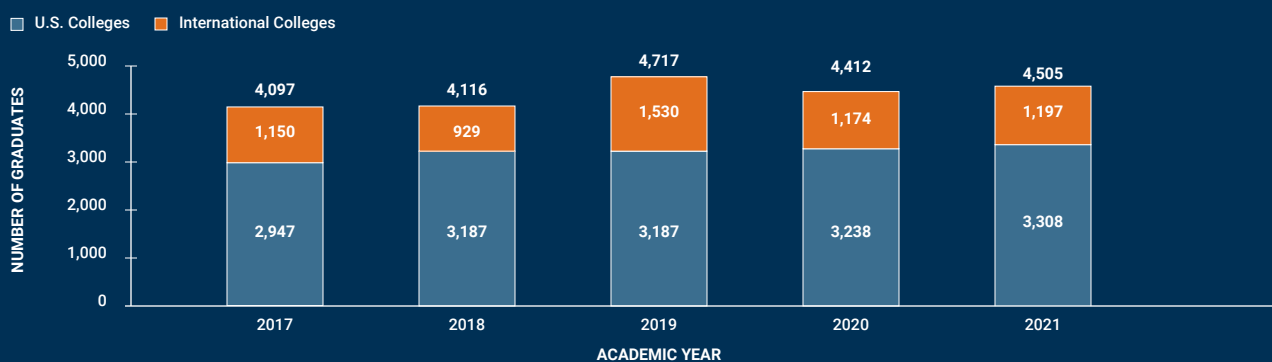
The report contains data on enrollment, diversity, applicants, tuition and debt, personnel, budget, and more. Other highlights from this year include:

- 1,197 U.S. Citizens graduated from international veterinary medical colleges in the 2021 academic year.
- Resident and non-resident tuition saw modest increases this year, 0.6 percent and 1.4 percent increases respectively.
- Debt levels for indebted graduates stayed level in 2021.
- On average, tuition comprised only 16.4 percent of college revenue; while instruction, academic, and student support made up nearly a quarter of college expenditures.



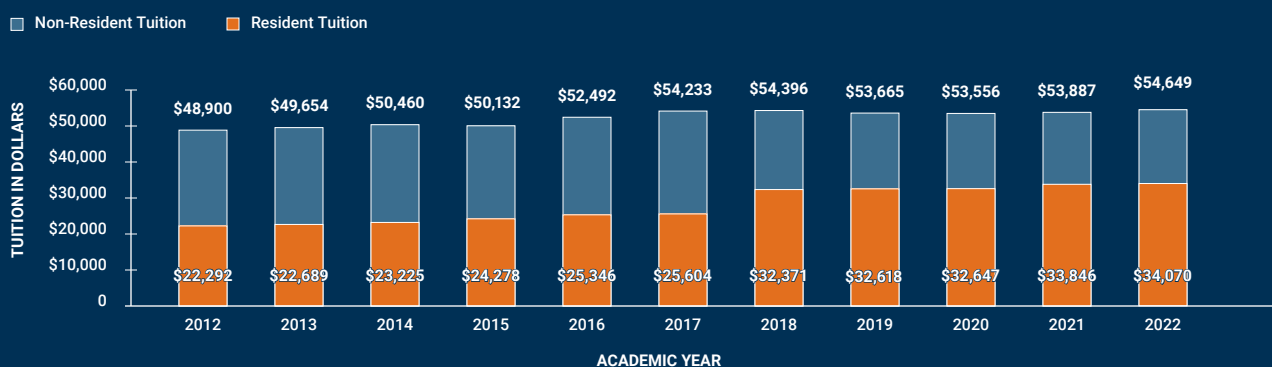
Total Number of U.S. Citizen Graduates

U.S. & International Colleges of Veterinary Medicine
AAVMC Internal Data Reports • 2017-2021



Tuition at U.S. Colleges of Veterinary Medicine

(Adjusted for Inflation)
AAVMC Internal Data Reports • 2012-2021



EVENT RECAPS



Diana Dabdub, Director for Admissions & Recruitment Affairs, presents at the conference



AAVMC CEO Dr. Andrew T. Maccabe

Catalyze 2022 Annual Conference and Iverson Bell Symposium

AAVMC's Catalyze 2022 Annual Conference and Iverson Bell Symposium drew more than 350 attendees, both in person and virtual, for a dynamic event that featured three keynote speakers and numerous workshops and presentations focused on prominent issues in academic veterinary medicine.

The conference took place March 3-5 at the Watergate Hotel in Washington, D.C., and featured a number of special announcements, including:

- **Dr. Christine Jenkins** from Zoetis announced a \$1.87M grant to fund the 2023 Zoetis Foundation/AAVMC Veterinary student scholarships.
- AAVMC CEO **Dr. Andrew T. Maccabe** announced that the AAVMC had sent a letter of support to faculty at the Bila Tserkva National Agrarian University in the Ukraine affirming that the AAVMC stands in solidarity with the global veterinary medical community and our Ukrainian colleagues.
- **Dr. Lisa M. Greenhill**, Chief Diversity Officer and Senior Director for Institutional Research, received the AAVMC's Presidential Award for Meritorious Service.

Save the date!

**Catalyze 2023 is set for March 9-11, 2023
in Washington, D.C.**





Primary Care Veterinary Education Symposium

The Annual Primary Care Veterinary Education (PCVE) Symposium was hosted at the Oklahoma State University from April 20-23, 2022. More than 50 guests from both academia and industry were in attendance.

This year's workshops included talks around mentorship, resilience, and clinical teaching tools. PCVE 2022 was sponsored by **Boehringer Ingelheim**, **Hill's Pet Nutrition** and **IDEXX**. Next year's event will take place in Fall 2023, location and specific dates to be announced.



National Veterinary Scholars Symposium

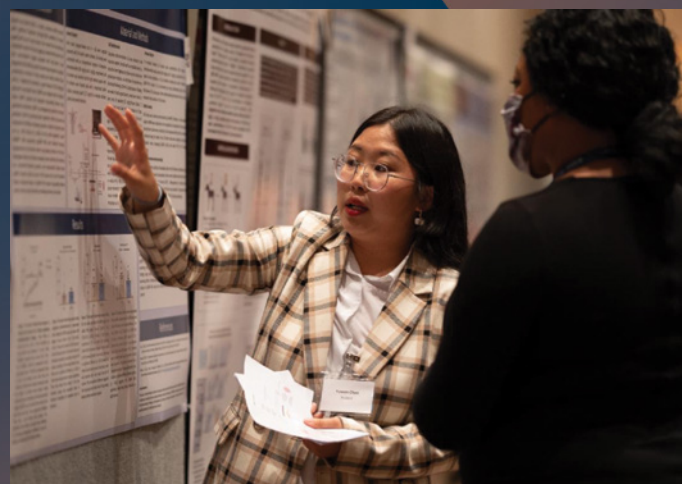
The 2022 National Veterinary Scholars Symposium (NVSS) held its first in-person meeting since 2019. With over 700 registered attendees and almost 600 scientific posters, NVSS, hosted by the University of Minnesota, highlights the essential role of scientific research in veterinary medicine and provides veterinary medical students who have conducted original research through the summer scholars programs an opportunity to formally present their research in a professional environment.

In addition to poster sessions highlighting the exciting and varied research completed by veterinary student scientists, the symposium also featured multiple keynote speakers and several mentoring and breakout sessions.

The AAVMC is grateful to all the sponsors who helped make this symposium a success, including **Boehringer Ingelheim**, who has supported the event for over 30 years. AAVMC looks forward to the next symposium which will be **August 3-5, 2023 in Puerto Rico**.



PCVE attendees at Oklahoma State University



Student presentations at NVSS 2022.
Photo courtesy of **Boehringer Ingelheim**



MEMBER INSTITUTIONS



OUR MEMBER INSTITUTIONS

Any college or school of veterinary medicine which is accredited by or has gained "reasonable assurance" from the Council on Education (COE).

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 (South Korea)
St. George's University (Grenada)
Texas A & M University (United States)
Texas Tech University (United States)
Tufts University (United States)
Tuskegee University (United States)
Universidad Nacional Autónoma de México (Mexico)
Université de Montréal (Canada)
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)
Utrecht University (Netherlands)
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)

COLLABORATIVE MEMBER INSTITUTIONS

Any college or school of veterinary medicine outside of the U.S. and Canada which is recognized by its government as a professional school of veterinary medicine and is not seeking COE accreditation.

Universidad Autónoma De Nuevo León (Mexico)
Veterinary Faculty, University of Sarajevo (Bosnia and Herzegovina)
The University of the West Indies, School of Veterinary Medicine (Trinidad and Tobago)
The University of Pretoria (South Africa)

PROVISIONAL MEMBER INSTITUTIONS

Any college or school of veterinary medicine which grants the Doctor of Veterinary Medicine (DVM) degree or equivalent and is not accredited by or has not gained "reasonable assurance" from the COE.

City University of Hong Kong (Hong Kong)
James Cook University (Australia)
Jordan University of Science and Technology (Jordan)
St. Matthew's University (Cayman Islands)
United Arab Emirates University (United Arab Emirates)
Universidad Autónoma de Zacatecas, College of Veterinary Medicine and Animal Sciences (Mexico)
University of Adelaide (Australia)
University of Liverpool (United Kingdom)
University of Nottingham (United Kingdom)
University of Veterinary Sciences Brno (Czech Republic)
University of Veterinary Medicine and Pharmacy in Kosice (Slovak Republic)

AFFILIATE MEMBER INSTITUTIONS

Any department of veterinary science or any department of comparative medicine which is independent of a school or college of veterinary medicine, is a unit of an accredited institution of higher learning and is located in the United States or Canada.

Departments of Veterinary Science

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

Massachusetts Institute of Technology (United States)
Stanford University (United States)
University of California, San Diego (United States)

AAVMC STAFF



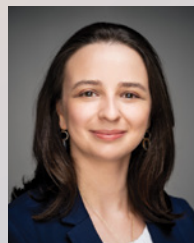
Dr. Sheila W. Allen



Mr. Kwadwo Amakye



Ms. Lawann V. Blunt



**Dr. Jessica E.
Brodsky**



Ms. Caryn Cabaniss



Mr. Kevin Cain



Dr. Caroline Cantner



Ms. Madison Croxson



Ms. Diana Dabdub



Ms. Christian Elkins



**Dr. Heather N.
Fedesco**



Ms. Dorothy Gray



Dr. Lisa Greenhill



Ms. Jennifer Ingalls



Ms. Susan Leigh



**Dr. Andrew T.
Maccabe**



Dr. Ted Mashima



Dr. Julie Noyes



Ms. Dina O'Rourke



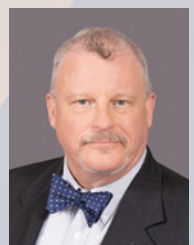
**Dr. Makenzie
Peterson**



Ms. Sraavya Polisetti



**Dr. Regina
Schoenfeld-Tacher**

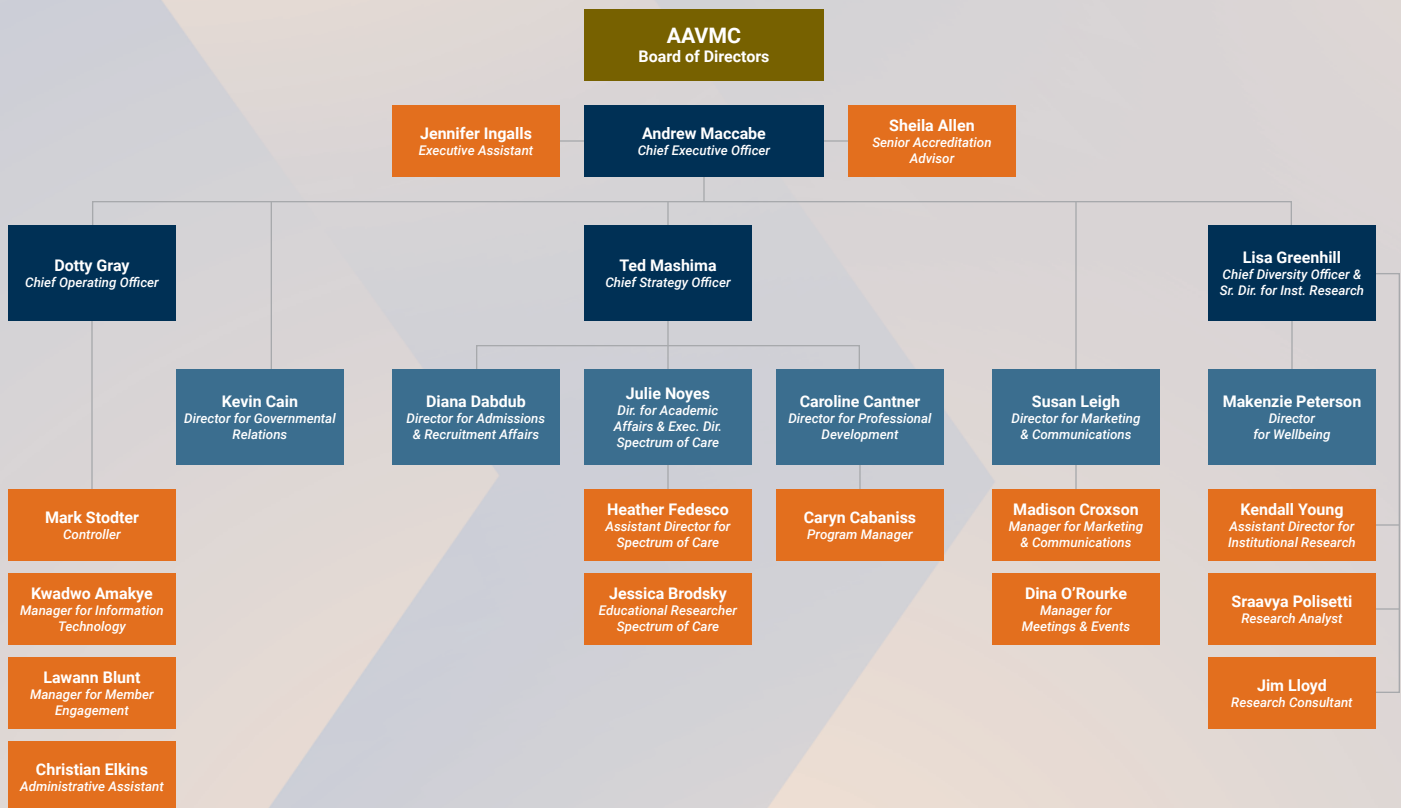


Mr. Mark Stodter



Ms. Kendall Young

ORGANIZATIONAL STRUCTURE



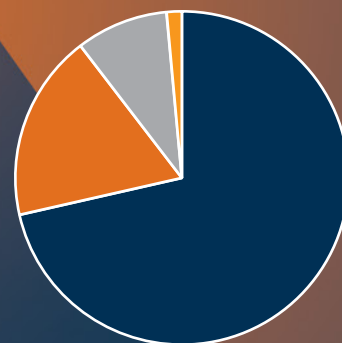
Effective October 1, 2022

FINANCIAL STATEMENT



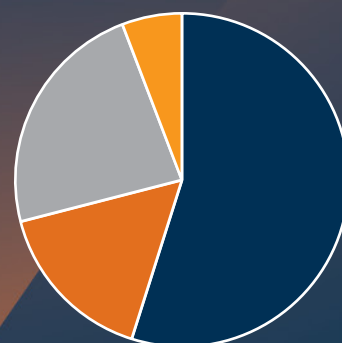
Statement of Activities and Change in Net Assets for the Year Ended June 30, 2022
With Summarized Financial Information for 2021

REVENUES	2022 (Unaudited)	2021 (Unaudited)
Applicant Fees	4,627,120	4,143,036
Membership Dues	1,311,628	1,249,050
Annual Meetings and Events	426,621	164,135
Corporate & Government Support	646,600	1,192,350
Interest Income	–	–
Membership Fees	70,780	70,760
Publications	61,749	61,749
Miscellaneous Income	107,600	91,797
TOTAL REVENUE	7,234,218	6,972,878
EXPENSES	2022	2021
Program Services:		
Veterinary Medical Education	1,240,356	1,463,752
Annual Meetings	1,402,796	628,292
Recruitment	737,795	876,751
Government Advocacy	301,118	283,878
Data Analysis	359,109	348,306
Outreach and Development	214,577	139,497
Communications	476,249	464,711
Leadership	400,213	227,875
Total Program Services	5,132,214	4,433,063
Supporting service:		
Management and General	1,028,312	1,170,993
TOTAL EXPENSES	6,160,526	5,604,056
Change in Net Assets Before Other Items	1,073,692	1,368,822
Other Items		
Non-operating Investment Income	(907,203)	1,637,439
Pass Through Funds Received	–	–
Pass Through Disbursements	–	–
Change in Net Assets	166,489	3,006,261
Net Assets at Beginning of Year	9,586,876	6,580,615
Net Assets at End of Year	9,753,365	9,586,876



REVENUES FY2022
TOTAL: \$7,234,218

- Core Programs: \$5,168,390
- Membership Dues: \$1,311,628
- Corporate, Government and Foundation: \$646,600
- Other Revenues: \$107,600



EXPENSES FY2022
TOTAL: \$6,160,526

- Member Services: \$3,380,948
- Advocacy: \$991,944
- Administration: \$1,428,524
- Data Analysis: \$359,109



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