



American Association of  
Veterinary Medical Colleges

# THE POWER OF DIVERSITY

AAVMC • ANNUAL REPORT 2023





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### COVER:

**Illuminating Our Future As One Community**  
Tia Richardson, Cosmic Butterfly Design

Tia Richardson, a Community Mural Artist based in Milwaukee, Wisconsin, hosted a mural design workshop with AAVMC Board Members and Senior Staff to collaborate on developing this mural to represent the future of academic veterinary medicine. The goal was to explore current challenges, think through solutions, and visually imagine a brighter future for the profession. The artist then captured the output from this preliminary session to recommend a concept to the AAVMC Executive Committee. AAVMC Member Institution Deans actively painted the mural at the 2023 Deans Leadership Conference. The mural was unveiled at the Deans Dinner at the 2023 AAVMC Annual Conference and is now on display at AAVMC Headquarters in Washington, D.C.



## THE POWER OF DIVERSITY

*Diversity has always been one of AAVMC's core values. We embrace the fundamental virtue and strength of diversity in every dimension. We affirm the dignity and equity of all people and view collaboration as a cornerstone of successful relationships.*

AAVMC continues to experience growth in its membership and programs, as well as expanded partnership opportunities, grants, and scholarships. We are a diverse group of individuals with varied backgrounds, skills, and experience who share a collective commitment to moving AAVMC forward. The Power of Diversity is evident throughout our organization and leadership.

Our annual report cover design was a collaborative effort to represent the future of academic veterinary medicine. The deans of our Member Institutions and staff all played a role in concept development, design, and painting of the mural.

The Annual Conference, Iverson Bell Symposium, and Advocacy Day on Capitol Hill all returned to in-person events in 2023. The Spectrum of Care Symposium was robust and will increase programming in the coming year. We also look forward to the return of the Student Career Fair in 2024 and a new meeting venue, The Grand Hyatt in Washington, DC.

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

Academic Veterinary Medicine experienced continued criticism over the last year for its efforts to develop and execute DEI initiatives at our Member Institutions; however, AAVMC continues to support its stakeholders' needs through new partnerships and educational programming. Our diversity team continues to provide content and resources through the Diversity and Inclusion on Air Podcast, AAVMC Book Club, DEI Workshops, Month and Holiday observations, and advising member institutions on challenging issues.

We look forward to embracing new challenges, advancing the profession, and promoting excellence in academic veterinary medicine. We will go further together!




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

## OPENING DOORS TO DIVERSITY

*The AAVMC has been a champion of diversity within the veterinary medical profession since its inception in 1966.*

As the first African American female president and fifth female president, I am proud to be a part of an organization that demonstrates and affirms the value of diversity through advocacy and programming. I have had firsthand experience speaking to the Power of Diversity and continuing to open doors for the minoritized and underrepresented.

Our commitment to diversity is maintained as we partner with other health professions to have an active voice in raising awareness and securing new partnerships. Scholarship funding and opportunities to support students in overcoming barriers to higher education have increased. The Advocacy Day on the Hill and a growing Annual Conference and Iverson Bell Symposium returned fully in person with increased content. The Spectrum of Care Initiative has developed an education model to support students serving a diverse clientele. Opportunities for more robust programming with diversity at the forefront are under development.

AAVMC will continue to work with its member institutions to promote admissions policies and practices that balance our collective desire to increase diversity in veterinary medicine. However, there is still much work ahead to yield a significant impact in strengthening the profession.

It has indeed been an honor to serve as AAVMC president and chair of the board of directors and follow my predecessor, Dr. Sue Tornquist. I have met and worked with an awesome group of dean leaders and know that I appreciate your commitment to the mission of the AAVMC. I extend my sincere appreciation to the board of directors, deans, faculty, committee members, volunteers, and staff for their support. We continue to make progress and focus on the critical work of the AAVMC.

I look forward to creating opportunities to energize academic veterinary medicine through collaboration and innovation across the veterinary medical industry. Our work continues to be directed by five core values that inform our thinking and guide our actions: integrity, service, diversity, inclusion, and excellence.




**Ruby L. Perry, DVM, MS, PhD,**  
Diplomate-ACVR  
President, AAVMC Board of Directors



# MEMBER INSTITUTIONS

## 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)	University of Edinburgh (United Kingdom)	Universidad Autónoma de Zacatecas (México)
Auburn University (United States)	University of Florida (United States)	University of Adelaide (Australia)
Colorado State University (United States)	University of Georgia (United States)	University of Veterinary Sciences Brno (Czech Republic)
Cornell University (United States)	University of Glasgow School of Biodiversity, One Health & Veterinary Medicine (United Kingdom)	University of Veterinary Medicine and Pharmacy in Kosice (Slovak Republic)
Iowa State University (United States)	University of Guelph (Canada)	Rowan University (United States)
Kansas State University (United States)	University of Illinois at Urbana-Champaign (United States)	Konkuk University (South Korea)
Lincoln Memorial University (United States)	University of Liverpool (United Kingdom)	
Long Island University (United States)	University of Melbourne (Australia)	
Louisiana State University (United States)	University of Minnesota (United States)	
Massey University (New Zealand)	University of Missouri (United States)	
Michigan State University (United States)	University of Nottingham (United Kingdom)	
Midwestern University (United States)	University of Pennsylvania (United States)	
Mississippi State University (United States)	University of Queensland (Australia)	
Murdoch University (Australia)	University of Sydney (Australia)	
North Carolina State University (United States)	University of Tennessee (United States)	
The Ohio State University (United States)	University of Wisconsin-Madison (United States)	
Oklahoma State University (United States)	Utrecht University (Netherlands)	
Oregon State University (United States)	VetAgro Sup (France)	
Purdue University (United States)	Virginia-Maryland College of Veterinary Medicine (United States)	
Ross University (Saint Kitts and Nevis)	Washington State University (United States)	
Royal Veterinary College, University of London (United Kingdom)	Western College of Veterinary Medicine at the University of Saskatchewan (Canada)	
Seoul National University (South Korea)	Western University of Health Sciences (United States)	
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 (México)		
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)		

## 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 Autonoma De Nuevo Leon (Mexico)  
The University of West Indies at St. Augustine (Trinidad and Tobago)  
University of Pretoria (South Africa)

## 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 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 UPDATES & EXPANSION

## AAVMC CEO Dr. Andrew T. Maccabe Appointed to IPEC Board of Directors

We are pleased to share that Dr. Andrew T. Maccabe has been appointed to the Interprofessional Education Collaborative (IPEC) board of directors effective January 2023.

IPEC is a 501(c)(3) organization that represents 22 national health professions associations, including the AAVMC. IPEC's mission is, "to ensure that new and current health professionals are proficient in the competencies essential for patient-centered, community- and population-oriented, interprofessional, collaborative practice."

"Serving on the IPEC board aligns with numerous AAVMC initiatives working to promote and protect the health and wellbeing of people, animals and the environment," said Maccabe. "I look forward to collaborating with like-minded health profession association leaders to foster innovation and excellence across our industry."

## Staff Promotions

Congratulations are in order for two AAVMC staff members. Promotions were effective October 1, 2022.

Dr. Lisa Greenhill was promoted to **Chief Diversity Officer** and remains as Senior Director for Institutional Research.

Dr. Ted Mashima was promoted to **Chief Strategy Officer**.

## New Staff Join AAVMC

In December 2022, AAVMC welcomed Ms. Monique Franklin Pierce, who joined us as the Manager for Member Engagement.

## AAVMC Guidelines on the Use of Animals in Veterinary Education

The AAVMC Board of Directors established the Task Force on the Use of Animals in Veterinary Education, in July 2021, with the charge of developing recommendations to the Board. The Task Force, chaired by Julie A. Hunt, DVM, MS, Associate Dean Clinical Sciences, Lincoln Memorial University recommended the development of guidelines for AAVMC member institutions. The draft was distributed to the AAVMC Assembly and AAVMC Academic Affairs Committee, in August 2022, with request to distribute to the key faculty/staff members for review and comment.

The AAVMC Guidelines for the Use of Animals in Veterinary Education were approved by the Board in October 2022. To learn more and review the guidelines, visit [aavmc.org/resources/aavmc-guidelines-on-the-use-of-animals-in-veterinary-education/](https://aavmc.org/resources/aavmc-guidelines-on-the-use-of-animals-in-veterinary-education/).

## CONGRATULATIONS!



*"I look forward to collaborating with like-minded health profession association leaders to foster innovation and excellence across our industry."*

## AAVMC Member Updates

- University of Pretoria, South Africa (Collaborative Member)
- University of Nottingham, UK (Member Institution, previously Provisional Member)
- Rowan University, USA (Provisional Member)
- Konkuk University, South Korea (Provisional Member)

# GRANTS, SCHOLARSHIPS & AWARDS



## AAVMC Distinguished Veterinary Teacher Award Presented by Zoetis

### Dr. Elizabeth Alvarez

Dr. Elizabeth “Liddy” Alvarez, Assistant Professor-Clinical Track Section Head Primary Care, Ruth M. Skaar Chair in Veterinary Medicine Endowed Professor, University of Wisconsin-Madison School of Veterinary Medicine is the recipient of the 2022 AAVMC Distinguished Veterinary Teacher Award, Presented by Zoetis. This award is one of the most prestigious teaching awards in the academic veterinary medicine community. Nominated by both students and faculty, this highly regarded educator brings a passionate mix to teaching, clinical service, community service and scholarship. In July of 2022, Dr. Alvarez was named inaugural recipient of the Ruth M. Skaar Chair in Veterinary Medicine Professorship. The Wisconsin Companion Animal Resources, Education, and Social Services (WisCARES) program curriculum was co-developed by Dr. Alvarez to support students in managing interactions with the community it serves. Dr. Alvarez was also successful in securing close to \$700,000 in grant funding to expand WisCARES’s community reach.





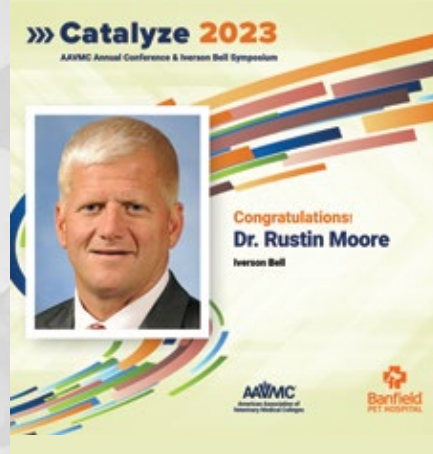


## Excellence in Research

### Dr. Pamela J. Lein

Dr. Pamela J. Lein, Department Chair and Professor of Molecular Biosciences, University of California Davis, School of Veterinary Medicine is the recipient of the 2023 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. Lein is a distinguished neurotoxicologist who has demonstrated excellence in original research, strong leadership in the scientific community, and exceptional mentoring of trainees and colleagues in veterinary medicine. She is also a skilled educator, research scientist, and a scientific contributor to her discipline.

In addition to securing major funding, Dr. Lein has assembled NIH teams investigating original and innovative hypotheses on how diverse chemical exposures affect complex diseases, including neurodevelopmental disorders, asthma, Alzheimer's disease, and seizure disorders. Routinely sought out for her expertise, Dr. Lein has served or led numerous prestigious national panels in her discipline, including the Board of Scientific Counselors, National Toxicology Program; Committee for Systematic Review of Fluoride Exposure and Neurodevelopmental and Cognitive Health Effects; The National Academies of Sciences, Engineering, and Medicine (NASEM); Standing Committee to Advise the U.S. Department of State on Unexplained Health Effects on US Government Employees and Their Families at Overseas Embassies, NASEM; Society of Toxicology, Education and Career Development Committee; and Scientific Advisory Board, U.S. Food and Drug Administration, National Center for Toxicological Research.



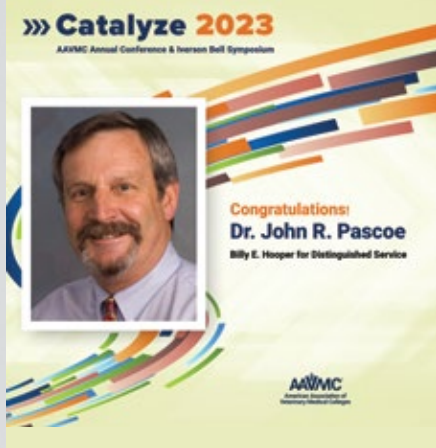
## Iverson Bell

### Dr. Rustin Moore

Dr. Rustin Moore, Dean, College of Veterinary Medicine, Ruth Stanton Chair in Veterinary Medicine, The Ohio State University is the recipient of the 2023 Iverson Bell Award. The Iverson Bell Award recognizes outstanding leadership and contributions for underrepresented minorities in veterinary medical education. He embodies all that Dr. Bell stood for to move diversity, equity, inclusion and belonging (DEIB) forward in veterinary medicine and beyond. One of his first actions as Dean was to create a position for an Associate Dean for Faculty & Staff Affairs, Inclusive Diversity, and Planning who would also serve as the college's Chief Diversity Officer.

Dean Moore's dedication to DEIB extends to his professional service outside the university as a member of the Advisory Group of the Commission for a Diverse, Equitable, and Inclusive Veterinary Profession and within his specialty college as a member of the American Association of Equine Practitioners, DEI Committee. He has established sustainable DEIB practices in all his activities and involvement: ingraining DEIB into the OSU veterinary curriculum (and other affiliated institutions), building pipelines for underrepresented groups in veterinary medicine (state and nationwide), and championing DEIB through his numerous elected positions in organized veterinary medicine, all like Dr. Bell's accomplishments.





## Billy E. Hooper for Distinguished Service

### Dr. John R. Pascoe

Dr. John R. Pascoe, Executive Associate Dean, School of Veterinary Medicine, University of California, Davis is the recipient of the 2023 Billy E. Hooper Award for Distinguished Service. 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. His efforts and contributions to the profession span over four decades. Dr. Pascoe's record of scholarly work in veterinary surgery, and his mentorship of many prestigious veterinary faculty members and practitioners clearly serves as evidence of the impact he has had in advancing the art and science of clinical veterinary medicine. Additionally, his service in administrative roles with American College of Veterinary Surgeons, the AAVMC, and the AVMA Council on Education further demonstrates his commitment to elevating veterinary medical education.



## Patricia M. Lowrie Diversity Leadership Scholarship & Merck Animal Health Diversity Leadership Scholarship

### Alexandra Awad (Tufts University)

Ms. Awad is recognized for showing exemplary promise as a future leader and for significant contributions to enhancing diversity and inclusion in academic veterinary medicine. Awad will be issued a one-time payment in the amount of \$6,000.

The Merck Animal Health Diversity Leadership Scholarship recognizes second- and third-year students in good academic and professional standing at an AAVMC member institution.

Eighteen awardees were identified to have contributed 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. Each recipient will be awarded a one-time scholarship payment in the amount of \$5,000.

Overall, the scholarships awarded totaled close to \$100,000.







Imagine Photography DC for AAVMC

*American Association of  
Veterinary Medical Colleges  
in partnership with  
Merck Animal Health  
awarded close to \$100,000  
in diversity scholarships*

## 2023 CIVME Research Grant and MSD Antimicrobial Stewardship Grant winners

### 2023 CIVME GRANT RECIPIENTS

**Bridget Garner, University of Georgia** – International active learning strategies for veterinary clinical pathology and beyond

**Sue Rackard, University College Dublin** – An international study of teaching and assessment of professionalism competencies in Veterinary Medicine

**Arend Werners, St. George's University** – Threshold concepts and capabilities in veterinary pharmacology; a multi-center international study

### 2023 MSD ANTIMICROBIAL GRANT RECIPIENT

**Sarah Wood, University of Bristol** – Case Based Learning on Antimicrobial Prescribing in Farm Animals for Undergraduate Veterinary Students



## The Merck Animal Health Diversity Applicant Fee Assistance Program

The Merck Animal Health Diversity Applicant Fee Assistance Program allows qualified applicants to veterinary medical school who use the Veterinary Medical College Application Service (VMCAS) to have one additional designation fee waived. Qualified applicants include those who are applicants from groups that are underrepresented in veterinary medicine (URVM), first-generation college students, and Pell Grant eligible students. The Fee Assistance Program aims to increase the number of URVM applicants and URVM matriculants.

For the VMCAS 2023 Cycle, this program provided 110 applicants with the opportunity to apply to one additional program.



## GRANTS, SCHOLARSHIPS & AWARDS (CONTINUED)

*The Zoetis Foundation was formed to advance opportunities for veterinarians and farmers around the world.*

### **American Association of Veterinary Medical Colleges awards inaugural AAVMC Dr. Catherine A. Knupp Scholarship with a grant from the Zoetis Foundation**

AAVMC awarded the inaugural AAVMC Dr. Catherine A. Knupp scholarship for \$50,000. This scholarship, funded through the generous support of the Zoetis Foundation, aligns with AAVMC's efforts to make the veterinary profession more inclusive and support research career paths. The scholarship is named for Catherine A. Knupp DVM, MS, who exemplifies the type of leadership AAVMC seeks to nurture through its scholarships. Dr. Knupp retired at the end of 2021 as President, Research & Development at Zoetis after a 35-year career in both the human and animal health pharmaceutical industries.

The AAVMC Dr. Catherine A. Knupp Scholarship has been awarded to **Rachel Woodfint**, a 4th year dual DVM/PhD Student at The Ohio State University, School of Veterinary Medicine. Prior to veterinary school, she completed her Master of Science Degree with a research focus in functional genomics. She then began her PhD in Biomedical Sciences at The Ohio State University and found that combined training in veterinary medicine would best prepare

her for a career in basic research. In working with faculty and administration, she was able to help establish the DVM/PhD program at The Ohio State University. Her current research focuses on mucosal immunology and vaccine development. Following graduation, she aspires to complete postdoctoral training and eventually obtain a faculty position at a college of veterinary medicine. There, she hopes to train future research veterinarians, perform innovative research, and contribute impactful data to the fields of veterinary and biomedical research.

The Zoetis Foundation was formed to advance opportunities for veterinarians and farmers around the world. This scholarship program addresses the issue of increased student debt which is often a barrier to higher education. Zoetis Inc. has a longstanding partnership with the AAVMC, and this scholarship builds on an overall support program to provide students additional scholarship opportunities.

**zoetis** foundation





## **Zoetis Foundation/AAVMC Student Scholarships**

AAVMC is pleased to award the 2023 Zoetis Foundation/AAVMC Veterinary Scholarship Program, funded by the Zoetis Foundation.

The Zoetis Foundation grant awarded 263 2nd and 3rd year veterinary students with scholarships worth \$7,000 each. In addition to the traditional selection criteria of academic excellence and financial need, the scholarships focused on meeting the ongoing needs of the veterinary profession – diversity, sustainability, and mixed/rural medicine practices.

**zoetis** foundation

*Mural Art by Tia Richardson,  
Cosmic Butterfly Design*



# ADMISSIONS & RECRUITMENT

*"The application process is nuanced, complex, and costly, which can often be a significant barrier to otherwise highly qualified students, particularly those from backgrounds underrepresented in the healthcare workforce..."*

## **AAVMC contributes to book chapter on preparing the pre-vet student population**

Ms. Diana L. Dabdub, Director for Admissions and Recruitment Affairs, was a book chapter contributor along with Bernard M. Fischer, DVM, PhD, Duke University, Shweta Trivedi, BVSc, MVSc, PhD, North Carolina State University, (both faculty advisors for pre-veterinary student organizations at their respective schools) and Jacque Pelzer, DVM, Virginia-Maryland College of Veterinary Medicine. The book chapter is called "Advising Pre-Veterinary Students for the 21st Century."

The editors, Rohini Ganjoo, PhD, and Lisa Schwartz, EdD, shared: "The application process is nuanced, complex, and costly, which can often be a significant barrier to otherwise highly qualified students, particularly those from backgrounds underrepresented in the healthcare workforce. The purpose of the book is to inform and guide administrators, faculty, and staff in the development of students who wish to be future health professionals so they may best support students to successfully navigate the complex academic and professional development and application process."

The book is part of a series "Handbook of Research" published by IGI Global Handbook of Research on Advising and Developing the Pre-Health Professional Student Handbook of Research on Developing Competencies for Pre-Health Professional Students, Advisors, and Programs. The co-editors of the book are Rohini Ganjoo, PhD, and Lisa Schwartz, EdD from George Washington University.





## **AAVMC expands partnership with Health Occupations Students of America (HOSA)**

HOSA is a global student-led organization recognized by the U.S. Department of Education and the Department of Health and Human Services and several federal and state agencies. The HOSA-100 National Advisory Council serves as a vital champion of HOSA-Future Health Professionals. Council members provide professional expertise, diverse perspectives, connections to resources, and philanthropic support. They also promote HOSA-Future Health Professionals as the pathway for young people interested in careers in health beginning in middle or high school and continuing into postsecondary and collegiate institutions.

The expansion of our partnership is represented with the following activities:

- We are expanding our partnership to include the middle school division and continuing to support the Veterinary Science competition for secondary and post-secondary students.
- AAVMC was an exhibitor, presenter and invited to serve on the HOSA-100 National Advisory Council and was recognized as a new HOSA-100 National Advisory Board member during the HOSA International Leadership Conference in Dallas, TX, June 21-24, 2023.

## **AAVMC 's Diana Dabdub contributes to ASAE article highlighting opportunities for cultivating Hispanic leaders**

Ms. Diana L. Dabdub, Director for Admissions and Recruitment Affairs contributed to a recent article featured in Associations Now Daily News published by asae.org. This article released during Hispanic Heritage Month highlights the disparities in leadership opportunities for Hispanic Americans.

While more than 18% of the US Population is Hispanic, only 4% are represented in leadership positions. Associations represent opportunities to increase leadership opportunities for Hispanic Americans. AAVMC is proud to recognize Hispanic Heritage Month. As an education association we also embrace diversity in our leadership and recognize the importance of creating pathways for the underrepresented in the veterinary profession.

## **AAVMC VMCAS Recognition**

VMCAS was recognized at the Liaison Summit for 15 years as a partner. The AAVMC values this long-standing relationship to help prepare students to enter the field of veterinary medicine.



# ADVOCACY



*Attendees met with their respective representatives during Advocacy Day on Capitol Hill  
Images on this page: Imagine Photography DC for AAVMC*

## Advocacy Day Returns to Capitol Hill

On Wednesday, March 8th, Advocacy Day returned to Capitol Hill after being held online for the past few years due to COVID. In total, 82 participants representing 27 states attended Advocacy Day.

AAVMC Director for Governmental Affairs, Mr. Kevin Cain led the group, which scheduled 146 total meetings. Learn more about AAVMC's Advocacy Program and review the Legislative Agenda for 118th Congress on [aavmc.org](http://aavmc.org).



*L-R: Dr. Hilda Abreu, Dr. Sean Callanan, Dr. Kerry Rolph, and  
Judith Munn, Director, Government Relations (Adtalem)*



*One Health is a concept that recognizes human, animal and environmental health as interconnected. This collaborative approach helps to promote better overall protective outcomes in healthcare.*



## One Health Framework

As part of the year end Omnibus Appropriations bill that was signed into law on Dec. 29, 2022, Congress also included legislation that mandates the creation of a One Health Framework. The bill language was based on the Advancing Emergency Preparedness through the One Health Act (HR 2061/S 681) that AAVMC has long supported.

AAVMC worked closely with the Clinical and Translational Science Award One Health Alliance COHA to help support the inclusion of the One Health language, first in the Pandemic Preparedness legislation and then in the omnibus last year.

This legislation directed several federal agencies, including the Department of Health and Human Services and the Department of Agriculture to work with all other federal agencies and departments to develop a One Health Framework that is designed to foster collaboration on preventing, detecting, controlling and responding to zoonotic diseases. This coordination is crucial in managing outbreaks of everything from avian influenza to COVID.

One Health is a concept that recognizes human, animal and environmental health as interconnected. This collaborative approach helps to promote better overall protective outcomes in healthcare.



*L-R: Dr. Ted Y. Mashima (AAVMC Chief Strategy Officer), Dr. Rachel Cumberbatch (Animal Health Institute), Dr. Oliver Knesl (Zoetis), Mr. Kevin Cain (AAVMC Director for Governmental Affairs)*

## Pet Night on Capitol Hill

AAVMC was proud to be a sponsor of Pet Week again this year, including the first in-person Pet Night reception since 2019. The event took place in the Rayburn Cafeteria on the House side of Capitol Hill, Wednesday September 21, 2022.

# DIVERSITY, EQUITY & INCLUSION

*The mission of the PrideVMC is to create a better world for the LGBTQ+ veterinary community.*

## **AAVMC signs on to support the Gender Identity Bill of Rights**

In October 2022, AAVMC signed on to the Gender Identity Bill of Rights (GIBOR) in support of the veterinary profession. GIBOR is an initiative of the Pride Veterinary Medical Community (PrideVMC). Diversity is a core value for the AAVMC and this action demonstrates support aligned with our guiding principles.

The mission of the PrideVMC is to create a better world for the LGBTQ+ veterinary community. The statement was created to provide guidance on how the veterinary profession should conduct itself regarding gender diversity. This statement is also intended as a guiding principle for human rights within a broader context of treating every human being with decency and respect.

"I'm delighted that AAVMC has taken the important step of signing the Gender Identity Bill of Rights. Recognizing the fundamental rights to be who you are and to be free from discrimination and marginalization are essential if we are all to live up to the goal of life, liberty, and the pursuit of happiness," said Dr. Lisa M. Greenhill, Chief Diversity Officer, and Senior Director for Institutional Research.



## **Unconscious Bias Training**

AAVMC hosted several unconscious bias trainings to our members via AAVMC Learn. The theme for the training was Understanding and Mitigating Unconscious Bias in Veterinary Medicine, and it explored the science behind unconscious bias and the environmental factors that influence it. Nearly 250 administrators, faculty and staff participated in the trainings during the last year.

Attendees learned about how bias affects both individuals and teams as they engage others, make decisions and work to advance veterinary medicine. Interactive breakouts provided opportunities for session attendees to practice how to interrogate their own biases and develop strategies to mitigate the negative impacts of unconscious bias.



*The principles of inclusion affirm the importance of human diversity and align with the values that guide our mission and execution of strategic goals in support of our stakeholders.*



## **Federation of Associations of Schools of the Health Professions (FASHP) issues consensus statement around Men of Color in health professions**

In May 2023, FASHP declared the low number of historically underrepresented men of color (HUMOC) graduating and entering the health care professions a national crisis. Representing 19 CEOs of national academic health professions associations, FASHP released a consensus statement addressing this critical issue. FASHP is calling on local and national educational, health care, governmental and community leaders to raise awareness regarding this critical issue and to identify barriers and provide resources to dramatically increase the number of men of color graduating from the academic health professions.

FASHP comprises 19 associations representing a health professions education community that includes 7,429 programs, institutions, hospitals, and health systems, and more than 1.3 million students, faculty, clinicians, administrators, residents, and researchers.

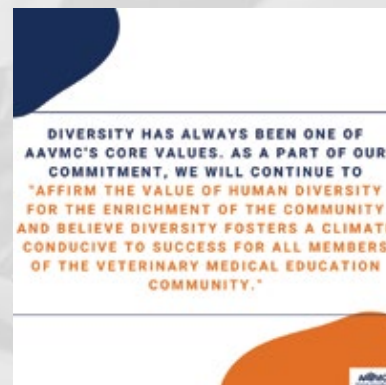
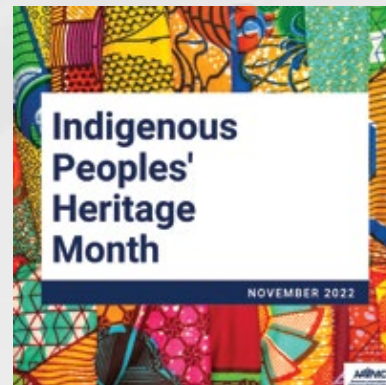
The AAVMC supports and played an integral role in the development of FASHP's statement around the shortage of Men of Color in the health professions.

## **Commitment to Diversity**

Despite mounting opposition towards efforts to promote DEI, including the recent criticism directed towards AAVMC and our member institutions in the media, we continue to uphold Diversity as an important core value. These attacks remind us of the importance to remain steadfast in our position to represent our member's interests and continue our work towards securing a stronger profession.

The principles of inclusion affirm the importance of human diversity and align with the values that guide our mission and execution of strategic goals in support of our stakeholders.

Throughout the year, AAVMC shared educational resources and hosted virtual discussions in support of various commemorative times. Those include, but are not limited to, Juneteenth, Asian American and Pacific Islander (AAPI) Heritage Month, Black History Month, Pride Month, Hispanic Heritage Month and Indigenous Peoples' Heritage Month.



# PROFESSIONAL DEVELOPMENT

## **AAVMC Board votes to establish new Professional Development Committee**

The Professional Development Committee is an Advisory Committee to the AAVMC Board of Directors. The Committee serves to support the AAVMC Strategic Plan Goal 3, to build a robust pipeline of future scholars and educators for academic veterinary medicine and support them throughout their careers.

The Professional Development Committee is charged to:

- Assess and prioritize the professional development needs of the AAVMC in alignment with the association's strategic plan.
- Advise the AAVMC in the standards, policies, and procedures pertaining to the development and implementation of professional development programs.
- Collaborate with AAVMC entities, partners, and subject matter experts in the evaluation, validation, and improvement of professional development program delivery.

## **The 2022-2023 Leadership Academy, sponsored by Elanco**

The 2022-2023 Leadership Academy officially kicked off in Fall 2022 in Washington, DC at AAVMC headquarters.

The purpose of this program is to develop leaders for success in contemporary academic veterinary medicine. The program included ongoing virtual sessions and a capstone project. Leaders graduated in March 2023 at the AAVMC Annual Conference in Washington, DC.



*2022-2023 Leadership Academy Cohort*





### **AAVMC offers tuition scholarship to Academy for Advancing Leadership Chairs Academic Administrators Management Program (AAL's CAAMP)**

For the second year, AAVMC offered four tuition scholarships for faculty at member institutions to attend AAL's CAAMP. The program is a 3-day in-person event to provide a practical, hands-on, interactive leadership development experience for department chairs and administrators, including assistant and associate deans, in the academic health professions. Applications are available in the spring and the tuition scholarship opportunity is managed by the AAVMC Professional Development Committee.

### **VetEd Africa**

The 1st Annual VetEd Africa took place in Fall 2022 in South Africa. The theme, "Clinical Skills training and Assessment and One Health Education," was an excellent platform for peer learning and information sharing.

"VetEd Africa was the successful outcome of a twinning project between AU-IBAR and AAVMC. The comprehensive scientific programme was the result of contributions from and participation by all five regions of Africa, with a clear vision to harmonise and improve the quality of veterinary education on the continent. Following VetEd Africa the [Association of African Veterinary Education Establishments] 2A2E-V executive committee are not only appreciative of the contributions of every person who made VetEd Africa a success, but we are very optimistic about the future of our association" says Deitmar Holm, Professor, University of Pretoria.

Over 69 educators from across Africa and the world attended the event. The VetEd Africa 2022 programming focused on clinical skills, clinical assessment, and One Health. Dr. Regina Schoenfeld of the Journal for Veterinary Medical Education presented a session, "Designing and publishing effective educational research in a resource-limited setting," as part of its outreach program says Dr. Andrew T. Maccabe, Chief Executive Officer, AAVMC.

As part of the event, the AAVMC's Council on International Veterinary Medical Education was honored to work with 2A2E-V on the development of an association twinning model with support from the Bill and Melinda Gates Foundation.



1st Annual VetEd Africa, Fall 2022

# ADVANCING TEACHING & LEARNING



## Competency-Based Veterinary Education (CBVE)

Competency-Based Veterinary Education (CBVE) is an approach modeled after competency-based medical education (CBME) that prepares graduates for their careers to meet societal and patient needs. It is organized around competencies to provide educational and assessment experiences that are learner-centered and de-emphasize time-based training to meet targeted learner outcomes.

The CBVE framework consists of nine domains of competence, each representing a group of related abilities necessary for veterinary graduates. In August 2020, the CBVE Working Group was formally designated as the AAVMC's Council on Outcomes-based Veterinary Education (COVE), in recognition of the pervasive and enduring nature of their work.

## Council on Outcomes-based Veterinary Education: Implementing CBVE Summer Workshop

In their ongoing work to promote CBVE, COVE hosted the Implementing CBVE Summer Workshop at The Ohio State University on June 28-29, 2023. There were over 110 people in attendance representing 35 AAVMC member institutions and associated organizations including the AVMA's Council on Education (COE), the Australasian Veterinary Boards Council (AVBC), Mars Veterinary Health including Blue Pearl Pet Hospitals, International Council on Veterinary Assessment (ICVA), and AAVMC.

The workshop provided a great opportunity to dive deeper into CBVE, network with others who are passionate about this model, and share experiences related to transitioning to competency-based education. COVE members covered the following topics:

- How to integrate and apply components of the CBVE Model
- How to implement a program of competency-based assessment
- How to use Milestones and EPAs and remediate learner progress
- Challenges and successes in implementing CBVE

For more information on CBVE, the competency framework, entrustable professional activities, and milestones, please visit [cbve.org](https://cbve.org).



*Attendees at the COVE/CBVE workshop*

## Competency-Based Initiatives: Improving Pedagogy to Meet Workforce Challenges

According to AVMA's 2023 State of the Veterinary Profession Report, the veterinary profession is experiencing a tight labor market. The reasons for this are complex and multifaceted; and there are many conversations happening across the profession about labor impacts and strategies to mitigate consequences. That same AVMA report advises that for those struggling to hire, ensuring that a practice is running at optimal efficiency can help alleviate some of the pressures from the tight labor market. But what does this mean? What are strategies for increasing practice efficiency? Is there evidence about which strategies would be most effective? Examples of strategies for increasing practice efficiency described in the literature are:

- Stratification of labor within the practice team
- Utilizing technicians to their full capacity
- Investing in targeted professional development
- Enhance team-based healthcare delivery





*The AAVMC has developed initiatives aimed at developing pedagogical strategies to help address workforce challenges.*

### **Task Force on Team-Based Veterinary Healthcare (TBVH)**

This task force consists of DVM and technician/nurse practitioners, and educators and includes representation from AVMA and AVTE. The initiative seeks to develop TBVH competencies for veterinary medicine through an evidence-based, IRB-approved Delphi process. Six team-based competency frameworks across healthcare professions were synthesized into a single framework. The competencies were externalized to the broad AAVMC membership for further review. As the Task Force continues to integrate feedback from the survey data, the final competencies will represent the knowledge, skills, and attributes that veterinary professionals consider important for students to develop in order to practice effective team-based veterinary care. The TBVH competencies will be mapped onto the CBVE framework to facilitate adoption and implementation into veterinary curricula.

A pilot project has been established to model the process of developing learning resources that teach to the TBVH competencies. Members of this project provide representation across the profession and include a number of DVM and technician/nurse programs, practice groups, and associations. The first resource is focused on educating DVM students about the training of technician/nurses and the vast responsibilities of these important team members with the aim of enhancing DVM graduate knowledge about technician utilization to stratify labor and enhance practice efficiency.

### **The Competency-Based Veterinary Nurse Education (CBVNE) Initiative**

This task force has adapted the CBVE framework to a technician/nurse context, thereby directly juxtaposing the competency expectations for DVM and technician/nurse roles, which will inform decisions related to team member utilization and stratification of labor, thereby contributing to practice efficiency. The framework has been mapped to the CVTEA Essential and Recommended Skills List and externalized to program directors of 4-year veterinary nurse/technician programs. The competencies have been externalized to workforce representatives through an evidence-based, IRB-approved process to ensure that they comprehensively represent the role responsibilities. EPAs have been established and mapped to the framework domains, and work on milestones is almost complete. A subgroup of the CBVNE Task Force is working on mapping the framework to Purdue's two and four-year programs. The result of that work will be a gap analysis to determine how two versus four-year programs prepare veterinary technicians/nurses with the competencies required for practice.

The AAVMC has developed initiatives aimed at developing pedagogical strategies to help address workforce challenges. Two examples of these initiatives are the Task Force on Team-Based Veterinary Healthcare (TBVH), and the Task Force on Competency-Based Veterinary Nurse Education (CBVNE). These initiatives focus on developing competencies to help guide curricula that prepare graduates with the knowledge, skills, and attributes they need to successfully navigate the realities of practice and contribute to high practice efficiency through abilities to provide enhanced team-based healthcare delivery (TBVH), and practicing at the full capacity of one's job role to enhance stratification within the practice team (CBVNE). Here are updates on how these competency-based initiatives are using evidence-based research methodologies to develop competency-driven pedagogical strategies that contribute towards solutions to workforce challenges.

# SPECTRUM OF CARE



*Imagine Photography DC for AAVMC*

## Spring 2023 Symposium

The AAVMC hosted the day-long Spectrum of Care (SOC) Symposium, sponsored by the Stanton Foundation, on Friday, March 10th, 2023 as part of the AAVMC annual Catalyze Conference in Washington, D.C. The purpose of the symposium was to continue to build an inclusive community dedicated to preparing graduates for spectrum of care practice, and to allow multiple stakeholders to engage in dialogue around the challenges and solutions to SOC pedagogy and practice.

The symposium kicked off with a panel of practitioners from diverse practice contexts discussing the need for graduates who are prepared to practice across the spectrum. This was followed by an update from the AAVMC Spectrum of Care Initiative (SOCi) and a history of The Stanton Foundation's role in this initiative. Finally, over a dozen veterinary educators shared their experiences with the following topics as part of panels moderated by members of the AAVMC SOCi Task Force:

- How can we shift student mentalities around SOC pedagogy and practice?
- How can we utilize inter-professional and community partnerships to prepare students for SOC practice?
- How can we work as a cohesive faculty to develop an effective SOC curriculum?
- How can we embed spectrum of care training into clinical experiences?

The symposium highlighted the value of bringing multiple voices together to discuss the current landscape of spectrum of care training. Attendees benefited from hearing about how to best operationalize SOC pedagogy in their own programs. Presentations and discussions demonstrated that spectrum of care pedagogy and practice is relevant to those with expertise in a variety of areas including specialists, general practitioners, small animal, large animal, equine and so on. Throughout the day, it also became evident that more stakeholders need to be represented in these discussions, including more practitioners, veterinary students, regulatory bodies, and veterinary technicians.

The AAVMC SOCi Team left the symposium feeling energized and inspired by the great work and passion of those who help prepare veterinary students to practice across the spectrum of care. We are grateful to all the panelists who provided their invaluable expertise and insight throughout the day. We would like to thank The Stanton Foundation for providing generous support for the symposium. If you would like to hear more about this event or plans for next year's symposium, please contact the AAVMC SOCi Team ([soci@aavmc.org](mailto:soci@aavmc.org)).

## How the Spectrum of Care Initiative is Connecting with the Community

A critical part of the AAVMC SOCi is to connect with the larger veterinary community to facilitate conversations around the spectrum of care and how SOCi is helping veterinary educators prepare graduates to practice across the spectrum of care options. The March 2023 Spectrum of Care Symposium, sponsored by the Stanton Foundation, was a great way to kick off several inspiring conversations. Our team has continued to build on the momentum from the Symposium by engaging with several groups across the profession through meetings, webinars, and presentations. Here are some of the communities that we have connected with this year:

- Veterinary Medical Association Executives (VMAE)
- Program for Pet Health Equity (PPHE)
- Veterinary Specialist Coalition
- American of Veterinary Medical Association (AVMA)
- State Veterinary Medical Associations (VMAs)
- American Association of Veterinary State Boards (AAVSB)
- Association of Animal Welfare Advancement (AAWA)
- Veterinary colleges around the world

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## Progress Report on the Spectrum of Care Initiative: Completion of the SOC Education Model and Looking Ahead to Implementation Guidelines

AAVMC's Spectrum of Care Initiative has had a busy year, and we would like to update you on our progress. As we continue our journey in helping veterinary education programs prepare their graduates for spectrum of care practice, we have reached a significant milestone and are eagerly moving forward with our second milestone. Here's what you need to know:

### Milestone 1: The SOC Education Model

We are delighted to announce the completion of the first milestone of the SOCI, which involved the creation of a SOC Education Model. This comprehensive model lays the foundation for integrating spectrum of care concepts into veterinary curricula. We are in the process of finalizing the details and will soon share the education model with the community. Stay tuned for more information on how to access this valuable resource.

### Milestone 2: Implementation Guidelines

Now that the SOC Education Model has been developed, our focus will shift to the second milestone: developing implementation guidelines. These guidelines will provide CVMs with practical strategies and recommendations for incorporating spectrum of care training into their curricula. Our team is working diligently to ensure these guidelines address the needs and challenges faced by veterinary programs seeking to embed more spectrum of care pedagogy into their programs.

### On the Horizon: Building a Spectrum of Care Advisory Community

To ensure the education model and implementation guidelines meet the diverse needs of our stakeholders, we are establishing the SOC Advisory Community. This community will comprise representatives from various backgrounds, including the workforce, associations, regulatory bodies, and other key stakeholders. Their valuable input will shape the development of our initiative. Stay tuned for further updates on the SOC Advisory Community and how you can contribute to this vital effort.

*If you would like to hear more about the Spectrum of Care Initiative, or if you would like to discuss efforts to adopt, maintain, or expand SOC training into your curriculum, please contact the AAVMC SOCI Team ([soci@aaavmc.org](mailto:soci@aaavmc.org)). Similarly, please contact the SOCI Team if you would like to share your ideas and experiences with embedding SOC training into your curriculum.*



# WELLBEING

*The Wellbeing Committee supports the AAVMC's strategic goal of using data and evidence-based approaches to promote a climate of wellbeing throughout the academic veterinary medical community.*

## **AAVMC Board votes to establish new Wellbeing Advisory Committee**

The newly established AAVMC Wellbeing Committee is an Advisory Committee to the Board of Directors. The Wellbeing Committee supports the AAVMC's strategic goal of using data and evidence-based approaches to promote a climate of wellbeing throughout the academic veterinary medical community. The Wellbeing Committee is charged to:

- Assist in the development, promotion, and execution of activities outlined in the overarching Academic Veterinary Medicine Wellbeing Strategic Plan.
- Provide relevant information to AAVMC initiatives, programs, committees, and task forces that contribute to the overall wellbeing efforts within the academic environment.
- Develop and/or collaborate on wellbeing-related conferences and symposia.

## **Veterinary Student Wellbeing Study**

As part of AAVMC's strategic plan to "promote a climate of wellbeing throughout academic veterinary medicine," the Clinician Wellbeing Initiative, sponsored by Zoetis, Inc., seeks to establish national-level data related to the wellbeing of house officers, faculty/clinicians, and students and provide organizational recommendations for our member institutions and for future research. In late Oct 2022, AAVMC launched the next phase of our first national Veterinary Student Wellbeing Study. The purpose of this study is to identify the wellbeing-related concerns and protective factors present within veterinary medical education for students.

This study recognizes the systemic environment that students navigate and focuses on environmental factors influencing their wellbeing – particularly around the topics of physical health, mental and emotional health, help-seeking, and the learning environment. The Intern/Resident Wellbeing Study was conducted in 2020, and the Faculty & Clinician Wellbeing Study was conducted in 2021 with the data findings and recommendations being initially presented at AAVMC's Annual Meetings in 2021 and 2022. These national-level studies will be conducted every two years to assess longitudinal data trends in the academic and training space.





*AAVMC partnered with the Veterinary Mental Health Initiative (VMHI) to provide evidence-based mental health psychoeducation for the veterinary profession through Well on Our Way (WOW).*

## **Suicide Prevention for the Veterinary Profession**

Created in collaboration with the American Foundation for Suicide Prevention and AVMA, this suicide prevention document is intended to empower our leaders, faculty, and students with a better understanding of suicide literacy, its risks and protective factors, and what evidence-based prevention looks like on a public health scale.

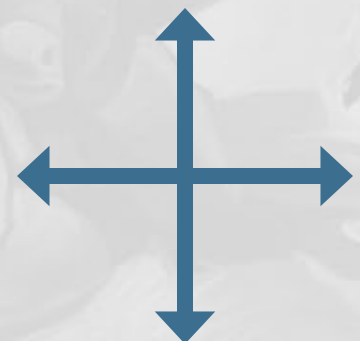
To build a larger collective effort and address distress in the profession, several other industry organizations signed on to the document to demonstrate their commitment to this issue. This document can be broadly disseminated to your various networks and is housed on AAVMC's Wellbeing page.

## **Well on Our Way: Evidence-Based Wellbeing Content**

Looking for wellbeing content for your students or yourself? AAVMC partnered with the Veterinary Mental Health Initiative (VMHI) to provide evidence-based mental health psychoeducation for the veterinary profession through Well on Our Way (WOW). The WOW web-based modules are curated from some of the best mental health and wellbeing professionals in veterinary medicine from VMHI with applicable, evidence-based, and timely skill building to help students, faculty, staff, and leaders be 'well on their way' throughout their education and their careers. These modules can be utilized to amplify the veterinary or veterinary technician curriculum or as a support for those already out in the profession. The Well on Our Way is available in closed captions and 5 different languages (English, Spanish, French, Mandarin, and Korean) on AAVMC Learn.

Topics covered in the modules are:

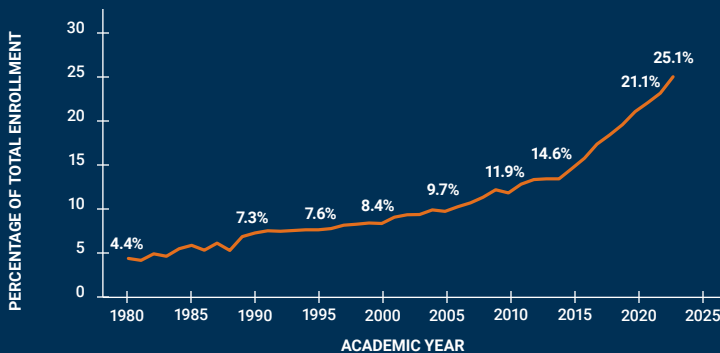
- Finding What Helps: Cognitive Behavior Therapy
- Processing Traumatic Cases
- Effective Communication with Colleagues & Maintaining Healthy Boundaries with Clients
- Understanding & Managing Perfectionism and Procrastination
- Recognizing Concerning Signs of Clinical Anxiety & Depression
- Understanding and Managing Panic Attacks
- Managing Regret



# INSTITUTIONAL RESEARCH

## Percentage of Racially/Ethnically Underrepresented Students

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



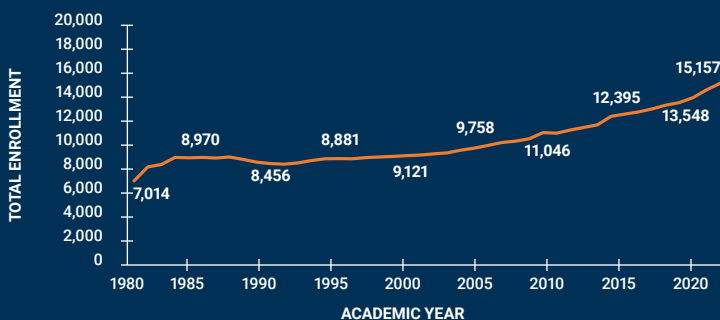
## AAVMC's continued efforts to gather the most recent and relevant data in academic veterinary medicine.

In addition to internal data reporting, the AAVMC produced several updated public visualization projects for the organizational website. The Annual Data Report, the Cost Comparison Tool, and the Profile of Admitted Students provide broad access to trends in enrollment, graduation, student debt, cost of attendance and much more.

Additionally, AAVMC research efforts related to veterinary school applicants and admissions practices were summarized in a two-part webinar series. The research provides evidence of bias in veterinary school admissions based on gender identity, race, and geographic background. AAVMC's unconscious bias trainings are a direct response to these findings.

## Total Number of Students at U.S. Colleges of Veterinary Medicine

AAVMC Internal Data Reports • 1980-2023



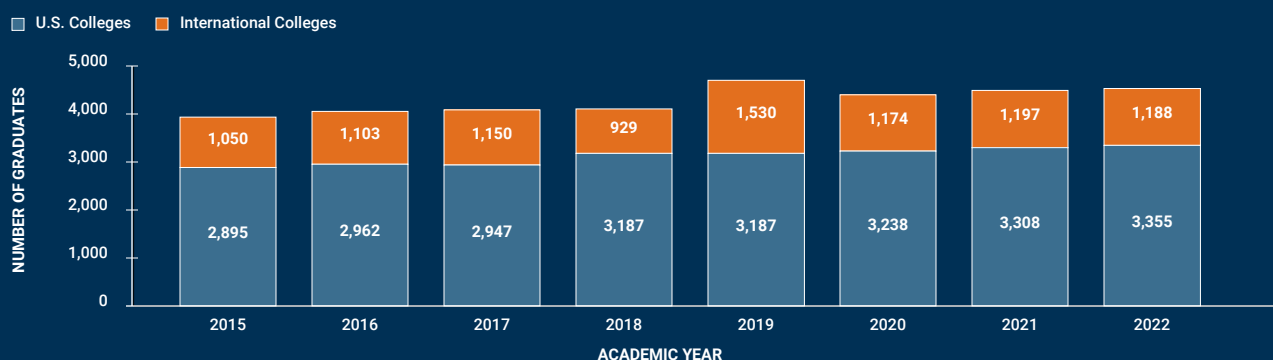


The Annual Data Report, the Cost Comparison Tool, and the Profile of Admitted Students provide broad access to trends in enrollment, graduation, student debt, cost of attendance and much more.



## Total Number of Graduates of AAVMC Member Institutions

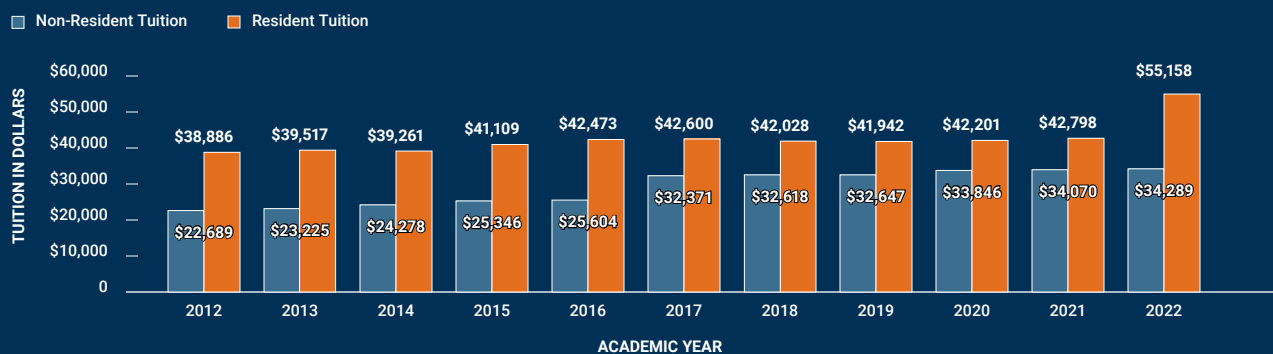
AAVMC Internal Data Reports • 2015-2022



## Tuition at U.S. Colleges of Veterinary Medicine

(Adjusted for Inflation)

AAVMC Internal Data Reports • 2013-2023



# EVENT RECAPS



## National Veterinary Scholars Symposium 2022

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, the 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.

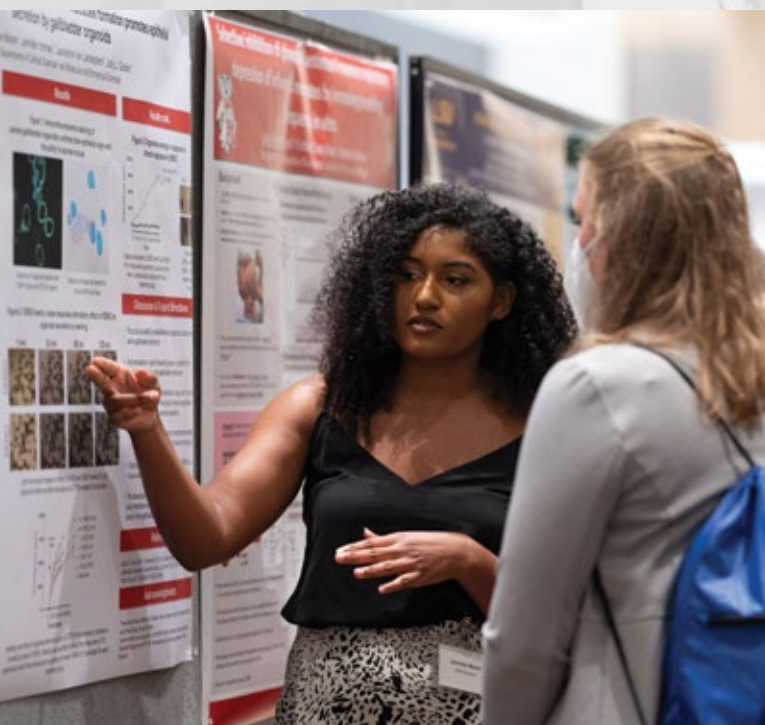
The NVSS also provides an opportunity for others within the veterinary academic research community to come together. The AVMA/AVMF Early Stage Investigator Award, the Combined Degree Colloquium, and the Burroughs Wellcome Fund's Becoming Faculty Workshop were all held in conjunction with the NVSS.

As part of the AAVMC's support for promoting careers in research, the AAVMC partnered once again with the Foundation for Food and Agriculture Research (FFAR) in support of the FFAR Vet Fellows program. FFAR Vet Fellows presented their research at the NVSS 2022.

The AAVMC is grateful to all the sponsors who helped make this symposium a success, particularly Boehringer Ingelheim Animal Health for their long-standing support.



Images on this page: Courtesy of Boehringer Ingelheim







## AAVMC's Veterinary Career Advisor Network (VetCAN)

VetCAN hosted three virtual career fairs for veterinary students in 2022-23, two focused on small animal employers and one for large animal and public health employers. All AAVMC member institutions are welcome to participate in VetCAN's virtual career fairs.

## Catalyze 2023

Catalyze 2023 brought over 350 of veterinary medicine's brightest minds to convene at the Watergate Hotel in Washington, D.C. The sold-out event featured two and a half days full of unique programming, interactive panels, awards presentations, networking, three highly engaging keynote speakers and more.

Overall conference programming included tracks focused on Admissions, Workforce, Wellbeing, One Health and Topics in Education. This year's conference included the first AAVMC Town Hall event which focused on the critical issue of faculty recruitment and retention. Additionally, the return of Spectrum of Care Symposium sponsored by The Stanton Foundation was a key highlight. The conference closed with a dynamic keynote address and the Iverson Bell Symposium. All sessions highlighted best practices and innovations across all arenas of academic veterinary medicine.

Representatives from institutions across the globe demonstrated AAVMC's international reach and the growth and expansion of its membership. Speakers and attendees represented several nations, including New Zealand, Pakistan, South Korea, Canada, UK, St. Kitts and more.



Images on this page: Imagine Photography DC for AAVMC

**SAVE THE DATE:**  
Please join us April 11-13, 2024,  
at The Grand Hyatt – Downtown D.C.



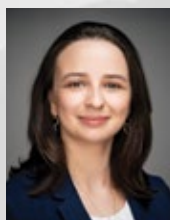
## AAVMC STAFF



Dr. Sheila W. Allen



Mr. Kwadwo Amakye



Dr. Jessica E. Brodsky



Mr. Kevin Cain



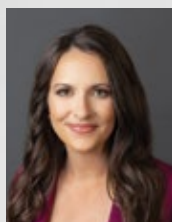
Dr. Caroline Cantner



Ms. Madison Croxson



Ms. Diana Dabdub



Dr. Heather N. Fedesco



Ms. Dorothy Gray



Ms. Taniya Grayson



Dr. Lisa Greenhill



Ms. Jennifer Ingalls



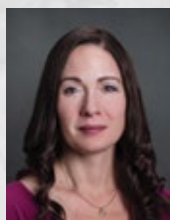
Ms. Susan Leigh



Dr. Andrew T. Maccabe



Dr. Ted Mashima



Dr. Julie Noyes



Ms. Monique Pierce



Ms. Sraavya Poliseti



Dr. Regina  
Schoenfeld-Tacher

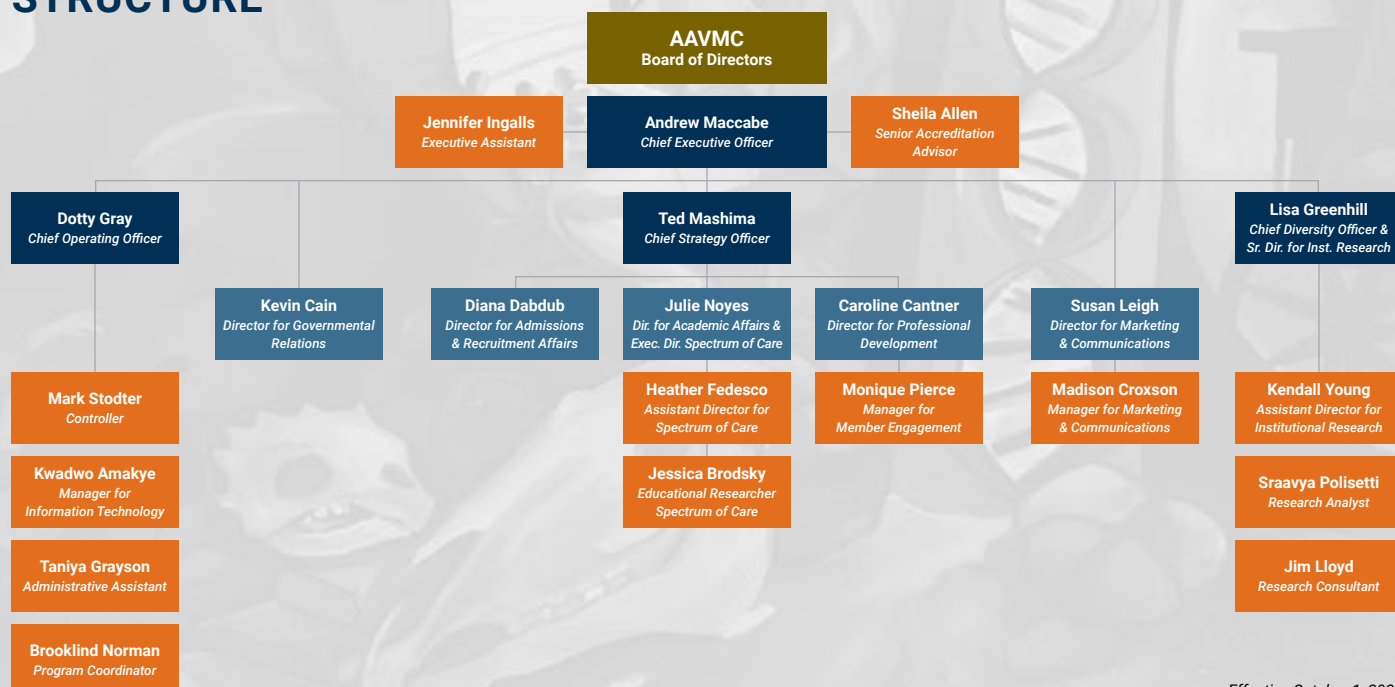


Mr. Mark Stodter



Ms. Kendall Young

## ORGANIZATIONAL STRUCTURE



Effective October 1, 2023

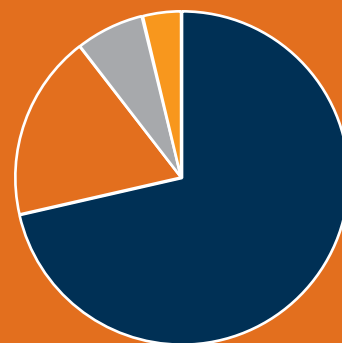


# FINANCIAL STATEMENT



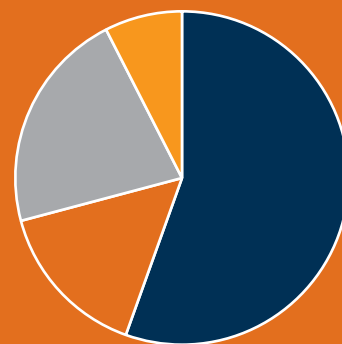
Statement of Activities and Change in Net Assets for the Year Ended June 30, 2023  
With Summarized Financial Information for 2022

REVENUES	2023 (Unaudited)	2022 (Unaudited)
Applicant Fees	4,826,909	4,627,120
Membership Dues	1,339,820	1,311,628
Annual Meetings and Events	421,604	426,621
Corporate & Government Support	493,798	646,600
Interest Income	–	–
Membership Fees	139,360	70,780
Publications	46,492	61,749
Miscellaneous Income	145,686	107,600
<b>TOTAL REVENUE</b>	<b>7,413,669</b>	<b>7,234,218</b>
<b>EXPENSES</b>	<b>2022</b>	<b>2022</b>
<i>Program Services:</i>		
Veterinary Medical Education	2,636,248	1,240,356
Annual Meetings	1,178,576	1,402,796
Recruitment	575,258	737,795
Government Advocacy	289,059	301,118
Data Analysis	595,675	359,109
Outreach and Development	244,959	214,577
Communications	683,840	476,249
Leadership	423,155	400,213
<b>Total Program Services</b>	<b>6,626,770</b>	<b>5,132,214</b>
<i>Supporting service:</i>		
Management and General	1,286,931	1,028,312
<b>TOTAL EXPENSES</b>	<b>7,913,702</b>	<b>6,160,526</b>
Change in Net Assets Before Other Items	(500,033)	1,073,692
<b>Other Items</b>		
Non-operating Investment Income	862,436	(907,203)
Pass Through Funds Received	–	–
Pass Through Disbursements	–	–
Change in Net Assets	362,403	166,489
Net Assets at Beginning of Year	9,753,365	9,586,876
<b>Net Assets at End of Year</b>	<b>10,115,768</b>	<b>9,753,365</b>



**REVENUES FY2023**  
**TOTAL: \$7,413,669**

- Core Programs: \$5,295,005
- Membership Dues: \$1,339,820
- Corporate, Government and Foundation: \$493,798
- Other Revenues: \$285,046



**EXPENSES FY2023**  
**TOTAL: \$7,913,702**

- Member Services: \$4,390,082
- Advocacy: \$1,217,858
- Administration: \$1,710,087
- Data Analysis: \$595,675



American Association of  
Veterinary Medical Colleges



American Association of Veterinary Medical Colleges

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