

AAVMC  
Annual  
Report  
2024

AAVMC<sup>®</sup>  
American Association of  
Veterinary Medical Colleges

# THE Power OF Change





# Board Members

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## 2023-2024 AAVMC BOARD OF DIRECTORS

Dr. Rustin Moore, President and Board Chair

Dr. Stuart Reid, President-Elect

Dr. Ruby Perry, Immediate Past-President

Dr. Carlos Risco, Secretary

Dr. Lorin Warnick, Treasurer

Dr. Dori Borjesson, At-Large Director, Region I (U.S., Mexico, & Caribbean)

Dr. Kathryn Meurs, At-Large Director, Region I (U.S., Mexico, & Caribbean)

Dr. Bonnie R. Rush, At-Large Director, Region I (U.S., Mexico, & Caribbean)

Dr. Jeffrey Wichtel, At-Large Director, Region II (Canada)

Dr. Tim Parkin, At-Large Director, Region III (Europe)

Dr. Jon Huxley, At-large Director, Region IV (Australia, New Zealand, Asia)

Dr. Roger B. Fingland, Liaison Representing AAVC (non-voting)

Ms. Jennifer Serling, Liaison Representing AVTE (non-voting)

Ms. Anna Jones, Liaison Representing SAVMA (non-voting)

Ms. Dorothy Gray, Interim Chief Executive Officer (non-voting)



# CHANGE IS NECESSARY

The AAVMC has evolved and changed since its inception in 1966. As we move toward 60 years of existence, we reflect on the core mission that established our existence. Technology and innovation in education will be integral to elevating teaching methods. Understanding the use of Artificial Intelligence (AI) and other technologies and how these can benefit higher education, including veterinary educators, learners, and others in the profession, will be paramount.

Our growth as a global organization continues with the addition of two more international institutions. We are exploring ways to expand the Council on International Veterinary Medical Education (CIVME) programming and support our global institutions. We have also seen tremendous domestic growth, with several developing institutions as provisional members of the Association. We are delighted to offer support to these institutions during the early stages of development. We will continue to explore opportunities to provide meaningful programming to them and all our members.

Our commitment to diversity remains steadfast as we partnered with Chewy Health to introduce the new Chewy Veterinary Leaders Cohort with a \$300,000 scholarship program. Fifteen third-year students were selected and will receive \$20,000 in scholarship funding at their school through 2025. More than \$175,000 in Diversity Leadership scholarships were awarded to twenty-two students with the support of our partner Merck Animal Health, and this scholarship will continue for 2025. Zoetis continues to provide more than \$1 million in scholarships with the Zoetis Veterinary Student and Catherine A. Knupp Scholarships, both continuing for 2025.

The Spectrum of Care Initiative (SOCl) continues to enhance and refine this educational model. The SOCl Task Force will deliver a new report on its model or framework and offer a third symposium during the 2025 Annual Meeting.

The Council on Outcomes-Based Veterinary Education (COVE) members released the Competency-Based Veterinary Education (CBVE) 2.0 Model, which can be downloaded at [cbve.org](http://cbve.org).

AAVMC will continue collaborating with its member institutions to promote admissions policies and practices that balance our desire to increase diversity in veterinary medicine. Opportunities for more robust programming with diversity at the forefront are under development.

I am honored to serve as AAVMC president and chair of the board of directors with an enthusiastic collective of leaders in academic veterinary medicine. I thank the board of directors, deans, faculty, committee members, volunteers, and our incredible staff for their support, contributions, and impact.

I look forward to creating opportunities to energize academic veterinary medicine through collaboration and innovation across the veterinary medical profession. Together, we will continue to focus on the AAVMC's critical work in our focus areas. We must remain vigilant about the current landscape and emerging threats and opportunities to AAVMC, veterinary education, and the broader profession.

**Rustin Moore, DVM, PhD, DACVS**

PRESIDENT AND BOARD CHAIR



# THE POWER OF CHANGE

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As an organization, we continue to look for ways to energize and optimize our value through enhanced program offerings. Continuous improvement is embedded within the AAVMC culture. To grow, we also acknowledge when we need to change our approach.

The AAVMC continues to experience growth in its membership and gained ten new Provisional members. In recognizing a faculty shortage in the veterinary workforce, we are looking at ways to build aligned partnerships with industry and increase our recruiting efforts. The diversity we champion for the profession also exists in maintaining a talented group of individuals with varied backgrounds, skills, and experience to deliver results as our team of staff. Both the profession and organization have experienced their changes, but we have managed to adapt and continue to support our stakeholders. We celebrate the opportunity to change for the better!

The Annual Conference and Iverson Bell Symposium moved to a beautiful new location: the Grand Hyatt Hotel in Downtown DC. This new and larger venue comfortably accommodated the 400+ attendees and offered us room to grow. The Pre-Vet Career Fair returned in person, featuring Dr. Kwane Stewart, 2023 CNN Hero of the Year and Founder of Project Street Vet, to an exciting room of three hundred students and parents.


Our annual Advocacy Day on Capitol Hill continues to grow and included many of our new provisional members, giving us access to more state delegations than ever before. Members attended 164 meetings with Congressional offices, including thirty-three with Members of Congress. We had eighty-six participants reaching twenty-nine states, the most ever for this initiative.

The AAVMC Learn platform provides ongoing resources in education and training. Our diversity team hosted fourteen episodes of the Diversity and Inclusion on Air Podcast, published an Exemplar on Technical Standards, and delivered Unconscious Bias Trainings to nearly 300 faculty, staff, students and administrators at AAVMC member institutions.

We are excited to share that a new, refreshed, user experience-focused aavmc.org will launch by the end of 2024. In addition, the transformation process has begun with a new Association Management System (AMS) designed to integrate our systems better and support the needs of our members.

We continue to embrace change, identify opportunities, and contribute to developing solutions as we promote excellence in academic veterinary medicine.

**Ms. Dorothy Gray**



INTERIM CHIEF EXECUTIVE OFFICER





# Member Institutions

AAVMC WELCOMED 10 NEW MEMBERS OVER THE PAST YEAR. Universidad Ana G. Mendez (Puerto Rico); Provisional Members: Arkansas State University, Jonesboro; Clemson University, South Carolina; Hanover College, Indiana; Lincoln Memorial University-Orange Park, Florida; Lyon College, Little Rock, Arkansas; Rocky Vista University, Billings, Montana; Universitat Autònoma de Barcelona, Spain; University of Nicosia, Cyprus; and Utah State University, Logan, Utah.

## 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  
Université de Montréal (Canada)  
Universidad Ana G. Mendez (Puerto Rico)  
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 School of Biodiversity, One Health & Veterinary Medicine (United Kingdom)  
University of Guelph (Canada)  
University of Illinois at Urbana-Champaign (United States)  
University of Liverpool (United Kingdom)  
University of Melbourne (Australia)  
University of Minnesota (United States)  
University of Missouri (United States)  
University of Nottingham (United Kingdom)  
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)

## PROVISIONAL MEMBER INSTITUTIONS

**Any college or school of veterinary medicine that is seeking COE accreditation but is not accredited by or has not gained "reasonable assurance" from the COE.**

Arkansas State University (United States)  
City University of Hong Kong (Hong Kong)  
Clemson University (United States)  
Hanover College (United States)  
James Cook University (Australia)  
Konkuk University, College of Veterinary Medicine (South Korea)  
Lincoln Memorial University, College of Veterinary Medicine at Orange Park (United States)

Lyon College (United States)  
St. Matthew's University (Cayman Islands)  
United Arab Emirates University (United Arab Emirates)  
Universidad Autónoma de Zacatecas (México)  
Universitat Autònoma de Barcelona (Spain)  
University of Adelaide (Australia)  
University of Nicosia – School of Veterinary Medicine (Cyprus)  
University of Veterinary Sciences Brno (Czech Republic)  
University of Veterinary Medicine and Pharmacy in Kosice (Slovak Republic)  
Utah State University (United States)  
Rocky Vista University (United States)  
Rowan University (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)  
The University of the West Indies, School of Veterinary Medicine  
The 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  
University of California, San Diego (United States)

The graphic features a dark blue background with a pattern of overlapping, lighter blue chevron shapes pointing to the right. The text 'AAVMC YEAR IN REVIEW' is centered in a white, sans-serif font. The word 'IN' is highlighted in orange. A solid orange horizontal bar is located at the bottom of the image.

# AAVMC YEAR IN REVIEW





# GRANTS, SCHOLARSHIPS, AND AWARDS

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## 2024 CIVME RESEARCH GRANT

Recognizing its responsibility to provide global leadership for academic veterinary medicine, in 2016, the AAVMC established the Council on International Veterinary Medical Education (CIVME). The goal is 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's existence serves as a constant reminder of the veterinary medical profession's obligation to ensure that the benefits of modern veterinary medicine are shared with as many people and animals as possible around the world. 2024 Grant Recipients were awarded \$10,000 each.

## 2024 CIVME GRANT RECIPIENTS

St. George's University of Veterinary Medicine- Surveying Veterinary Interprofessional Education - A Global Review, **Rebecca Parkes**

Jockey Club of College of Veterinary Medicine and Life Sciences at City University of Hong Kong- Overcoming

Language Boundaries through the Use of AI-Enabled Translation for Global Veterinary Education, **Santiago Alonso Sousa**

University of Pennsylvania, School of Veterinary Medicine- Advancing Veterinary Education in Malawi with a Focus on Research Methods and Immunology, **Jennifer Punt**

## 2024 FFAR VETERINARY STUDENT RESEARCH FELLOWSHIP

To attract and support veterinary students in their professional development, the Foundation for Food & Agriculture Research (FFAR) and AAVMC awarded its sixth cohort of the FFAR Veterinary Student Research Fellowship (FFAR Vet Fellows).

The fellowship provides 15 students from around the world the opportunity to pursue research furthering global food security, sustainable animal production, and environmental sustainability with a \$10,000 grant. The 2024 Fellows are listed at [aavmc.org](http://aavmc.org).



## DIVERSITY SCHOLARSHIP INITIATIVE

The Merck Animal Health Diversity Leadership Scholarship recognizes students who have championed diversity initiatives, and the AAVMC 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. Twenty-two students were awarded scholarships in the 2024 cycle.

**Naomi Esquivel**, a student at the University of Illinois College of Veterinary Medicine, was named the recipient of the AAVMC Patricia M. Lowrie Diversity Leadership Scholarship in addition to securing one of the Merck scholarships. She was awarded a total of \$14,000.

Esquivel co-founded the Illinois student chapter of the Latinx Veterinary Medical Association and led additional efforts to bring veterinary medicine to historically underrepresented youth.



*Naomi Esquivel was celebrated at Catalyze 2024. (Imagine Photography DC)*





## ZOETIS FOUNDATION AAVMC DR. CATHERINE A. KNUPP SCHOLARSHIP

AAVMC awarded two inaugural AAVMC Dr. Catherine A. Knupp scholarships for \$25,000. 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 of Research & Development at Zoetis after a 35-year career in both the human and animal health pharmaceutical industries.

**Samm Clark** is a dual degree DVM/PhD Student in their 4<sup>th</sup> year at Louisiana State University, School of Veterinary Medicine, Department of Pathobiological Sciences. They work in Dr. Rebecca Christofferson's One Health-focused Lab, primarily studying the eco-epidemiological factors associated with transmission of arboviral disease. Most of their day is spent in the BSL-2 and BSL-3 laboratories, but sometimes, they venture into the Baton Rouge graveyards, swamps, and their own front yard to find local mosquito larvae. Samm hopes to carry their training into their career aspirations after graduation. Their interests include teaching and capacity building through a One Health lens, envisioning a world where science is more accessible, and science education encompasses more community engagement to increase the possibility for positive outcomes. Science is a place for collaboration in grappling with a tough idea or the triumph in problem solving and new

discovery. They would like to work in a non-profit, academic, or governmental setting, where they can work to engage individuals as stakeholders in broad One Health issues such as climate change.

**Bonnie Dighero-Kemp** is a DVM/PhD candidate in the Comparative Health Sciences Graduate Program at Oregon State University Carlson College of Veterinary Medicine. Before beginning graduate studies, she worked as an infectious diseases researcher, supporting BSL-4 research with the National Institute of Allergy and Infectious Diseases (NIAID) and BSL-3 research with the Centers for Disease Control and Prevention (CDC). Bonnie's goal is to improve both human and animal health and welfare in resource-limited settings. Her research will focus on characterizing the dynamics of disease emergence and transmission in wildlife populations. As an essential element in conducting equitable and impactful research, Bonnie is committed to the mentorship, training, education, and advancement of African scientists through engagement with the Research Sustainability Initiative in Liberia (RETAIN).

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 with additional scholarship opportunities

## ZOETIS FOUNDATION/AAVMC VETERINARY STUDENT SCHOLARSHIP

AAVMC awarded the recipients of the 2023 Zoetis Foundation/AAVMC Veterinary Scholarship Program, funded by the Zoetis Foundation. This grant awarded 263 second- and third-year veterinary students with scholarships worth \$7,000 each. In addition to the traditional criteria of academic excellence and financial need, the scholarships emphasized addressing the ongoing needs of the veterinary profession, including diversity, sustainability, and mixed/rural medicine practices.

**zoetis** foundation

## CHEWY VETERINARY LEADERS PROGRAM

AAVMC partnered with Chewy Health, the dedicated healthcare arm of [Chewy](#), to provide \$300,000 in scholarships to underserved veterinary students. This new program's goal is to help increase representation within the veterinary profession by working with individuals from underserved groups and communities who might otherwise have limited access to these types of resources. This Year's program recognized third-year veterinary students from underserved communities who have demonstrated an interest in and potential for leadership development. Each selected individual will receive financial assistance and resources to support them through their final years of veterinary school and the beginning of their professional careers. A total of 15 students were chosen for the 2024 Chewy Veterinary Leaders cohort, each awarded a \$20,000 scholarship.

**chewy**  
health



Dr. Ruby Perry recognized scholarship awardees at Catalyze 2024. (Imagine Photography DC)





## AAVMC ANNUAL AWARDS PROGRAM

The AAVMC Annual Awards Program grants prestigious awards to inspire and recognize professional excellence in academic

veterinary medicine. The 2024 Award Winners are as follows:

### **BILLY E. HOOPER AWARD FOR DISTINGUISHED SERVICE DR. INDIA LANE, UNIVERSITY OF TENNESSEE**

Dr. India Lane, the Associate Dean for Academic and Student Affairs at the University of Tennessee College of Veterinary Medicine (UTCVM), has been instrumental in advancing veterinary medical education. Dr. Lane pioneered the integration of professional and non-technical skills into veterinary curricula, emphasizing the importance of communication, problem-solving, and community engagement for DVM graduates.

In 2008, she co-founded the Master Teaching Program, which has since become a model for veterinary educator development, presented

across North America and internationally, including to East African colleges of veterinary medicine in 2019. Dr. Lane's work has led to over one hundred publications and book chapters. She has served as an editor and published frequently in the Journal of Veterinary Medical Education.

Throughout her career, Dr. Lane has been heavily involved with several AAVMC initiatives. She joined the AAVMC Veterinary Educator Collaborative in 2009 and served on the AAVMC Task Force on International Engagement from 2014-2016.



*Dr. India Lane was recognized at Catalyze 2024. (Imagine Photography DC)*

## 2023 AAVMC DISTINGUISHED TEACHER AWARD, PRESENTED BY ZOETIS DR. RANCE K SELLON, WASHINGTON STATE UNIVERSITY

Dr. Rance Sellon serves as Associate Professor in Oncology and Small Animal Medicine at Washington State University College of Veterinary Medicine (WSU CVM). During his 26-year tenure, his teaching philosophy has evolved with an emphasis on accessible material focused on critical thinking and clinical reasoning.

Dr. Sellon is well known for his unique approach to framing the material, which he coined the “Washtunca Approach,” named for a small community in Washington with no established veterinary clinic. In Washtucna, he explains, one must make effective use of history and physical examination findings and think critically

about the diagnostic tests recommended and their results.

In addition, his other strategies, including developing a “problem-solving” course in 2011, represent Dr. Sellon’s innovative teaching techniques and ability to connect with and prepare his students for their future careers. Through his mentorship, students have gained confidence in their clinical abilities and developed a deeper understanding of complex medical concepts. With his extensive clinical experience and dedication to teaching, Dr. Sellon has left an impression on the veterinary community, exemplifying the qualities of an outstanding educator.



2024 AAVMC Awards. (Imagine Photography DC)





Dr. Qijing Zhang, Excellence in Research Award recipient. (Imagine Photography DC)

## EXCELLENCE IN RESEARCH AWARD

### DR. QIJING ZHANG, IOWA STATE UNIVERSITY

Dr. Qijing Zhang is a Clarence Hartley Covault Distinguished Professor and Dr. Roger and Marilyn Mahr Chair in One Health at Iowa State University's College of Veterinary Medicine (ISU CVM). He has published 185 peer-reviewed papers and fifteen books/book chapters, many of which are in premier journals such as *Nature Microbiology*, *Nature Communications*, *Journal of Antimicrobial Chemotherapy*, and *Proceedings of the National Academy of Sciences*. According to Google Scholar, his publications are cited more than 14,000 times with an H-index of 67 (October 2023 data).

Dr. Zhang's research on antibiotic resistance and food safety has made a global impact; his work is often used as a resource for policy

making by the Federal Drug Administration in regulating the use of antimicrobials.

Throughout his career, Dr. Zhang has received both individual PI projects and large team grants totaling over \$25 million from federal agencies including NIH, USDA, NSF, and FDA. He is an outstanding researcher, plus a resolute mentor, including junior faculty and other researchers in many of his grants, and helping junior faculty secure funding. He has also pioneered programming to continue to support research efforts at ISU CVM. Dr. Zhang's legacy as a scientist, educator, and leader continues to inspire future generations of researchers and veterinarians.



*Dr. Ruby Perry presenting the Iverson Bell Award for Dr. Hilda Mejia Abreu, Michigan State University to Dr. Douglas Freeman, MSU-CVM on her behalf. (Imagine Photography DC)*

## **IVERSON BELL AWARD** **DR. HILDA MEJIA ABREU, MICHIGAN STATE UNIVERSITY**

Dr. Hilda Mejia Abreu is the Associate Dean for Admissions, Student Life, and Inclusivity at Michigan State University College of Veterinary Medicine (MSU CVM). Dr. Abreu is an exemplary leader in promoting diversity, equity, and inclusion (DEI) within MSU CVM, and was recently recognized with the MSU Excellence in Diversity Award.

Dr. Abreu has spearheaded many significant campus initiatives, including establishing the DEI Committee and crafting the 2016-2022 DEI Strategic Plan for MSU CVM, which was the first of its kind at the institution. These efforts also led to DEI

being woven into the college-wide 2021-2026 CVM Strategic Plan, which will have a lasting impact.

She also pioneered the Inclusivity Knowledge Center, which is an online training module that all incoming and newly hired faculty, staff, and students take to earn a DEI Certificate. In addition, Dr. Abreu has directly contributed to recruitment, development, and retention of underrepresented and marginalized faculty, staff and students within the pre-veterinarian, Veterinary Nursing, and Doctor of Veterinary Medicine (DVM) realm.





## IVERSON BELL AWARD

### DR. MONICA HOWARD, IOWA STATE UNIVERSITY

Dr. Monica Howard, the Assistant Dean of Veterinary Student Success and Director of Multicultural Student Success at the Iowa State University College of Veterinary Medicine (ISU CVM), is a resolute advocate for diversity, equity, and inclusion (DEI) within the veterinary community and beyond.

Her profound impact is evident through various initiatives, including her active involvement in the Deans Leadership Cabinet, where she ensures DEI considerations are integrated into all discussions. Changes that she has advocated for include elimination of the GRE requirement, inclusion of an element in the file review matrix that values an understanding of the importance of and engagement in diversity,

equity, and inclusion, and not increasing minimal GPA requirements.

She tirelessly champions student success and takes a firsthand approach to ensuring necessary resources are available, including advocating for the college to commit to a full-time mental health counselor, gender-neutral inclusive restrooms, developing a library of resources for students, and more. As an advisor and mentor, Dr. Howard provides invaluable support to underrepresented students, encouraging their professional growth while fostering resilience and self-confidence. She advises and supports several student organizations, including SPECTRUM and VOICE at ISU CVM.



*Dr. Monica Howard was presented with her award at Catalyze 2024. (Imagine Photography DC)*





# Admissions & Recruitment

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## 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 2024 Cycle, this program provided 383 applicants with the opportunity to apply to one additional program.



## AAVMC EXPANDS PARTNERSHIP WITH HOSA TO AWARD THE INAUGURAL VETERINARY SCIENCE SCHOLARSHIP AND LAUNCH MIDDLE SCHOOL COMPETITION

HOSA Future Health Professionals, a global student-led organization, in partnership with AAVMC, awarded the first veterinary science scholarship to support future veterinary medicine professionals. Lily Matheson was presented with her scholarship during the HOSA Future Health Professionals International Leadership Conference in Houston, TX, June 26-29, 2024.

The scholarship, administered by HOSA, is open to current HOSA members who are high school seniors, enrolled in a postsecondary or collegiate institution, or pursuing a certification. The \$1,000 scholarship was established to support students as they

pursue veterinary school. Ms. Matheson will attend Mississippi State University. She is also a 2024 Gold Award Girl Scout for her project, in which she partnered with students from the College of Veterinary Sciences at Tuskegee University. Together, they provided in-depth lessons about horse care for Girl Scout summer camp attendees at Camp Gertrude Coleman in Alabama.

HOSA, in partnership with AAVMC, also launched the first ever "Foundations of Veterinary Science" competition at the middle school level. The competition allows middle school students to gain knowledge and skills required for basic veterinary care and first aid



of animals. This competitive event consists of 2 rounds. Round One is a written, multiple-choice test, and the top-scoring competitors advance to Round Two for the skills assessment. This event aims to inspire students to learn

more about the field of veterinary medicine. In the first year, there were 155 middle school competitors across 19 states, with 23 competing at the HOSA International Leadership Conference in June.



*Diana L. Dabdub, CAE, AAVMC Director of Admissions & Recruitment Affairs, with Lily Matheson, \$1,000 AAVMC HOSA Scholarship Recipient.*



*Foundations of Veterinary Science competition.*



*Foundations of Veterinary Science competition.*



## AAVMC ENGAGES IN SYSTEMATIC REVIEW OF LITERATURE REGARDING COMPETENCY-BASED ADMISSIONS

The AAVMC Admissions and Recruitment Committee (ARC) partnered with a graduate student to conduct a systematic review of the literature on competency-based admissions (CBA) practices in health professions. The findings from this review were shared with the admissions community at the AAVMC Annual Meeting in April. The graduate student is also pursuing publication of this research.

Based on this review, the ARC is developing a set of recommendations for colleges of veterinary medicine programs interested in adopting competency-based admissions. These recommendations will provide clarity on existing evidence for CBA and outline the next steps based on the insights gained from the AAVMC systematic review.

## GROWTH AND IMPROVEMENTS IN THE VETERINARY MEDICAL COLLEGE APPLICATION SERVICE (VMCAS)

The Veterinary Medical College Application Service (VMCAS) continues to experience growth, with an increasing number of applicants seeking admission to veterinary medical schools affiliated with the AAVMC. In the 2023-2024 VMCAS admissions cycle, the service received a total of 11,508 applicants, marking a 5.8% increase from the previous cycle. The number of applications submitted also rose to 66,966, reflecting an 11.9% increase. AAVMC has enhanced its resources and communications for applicants in

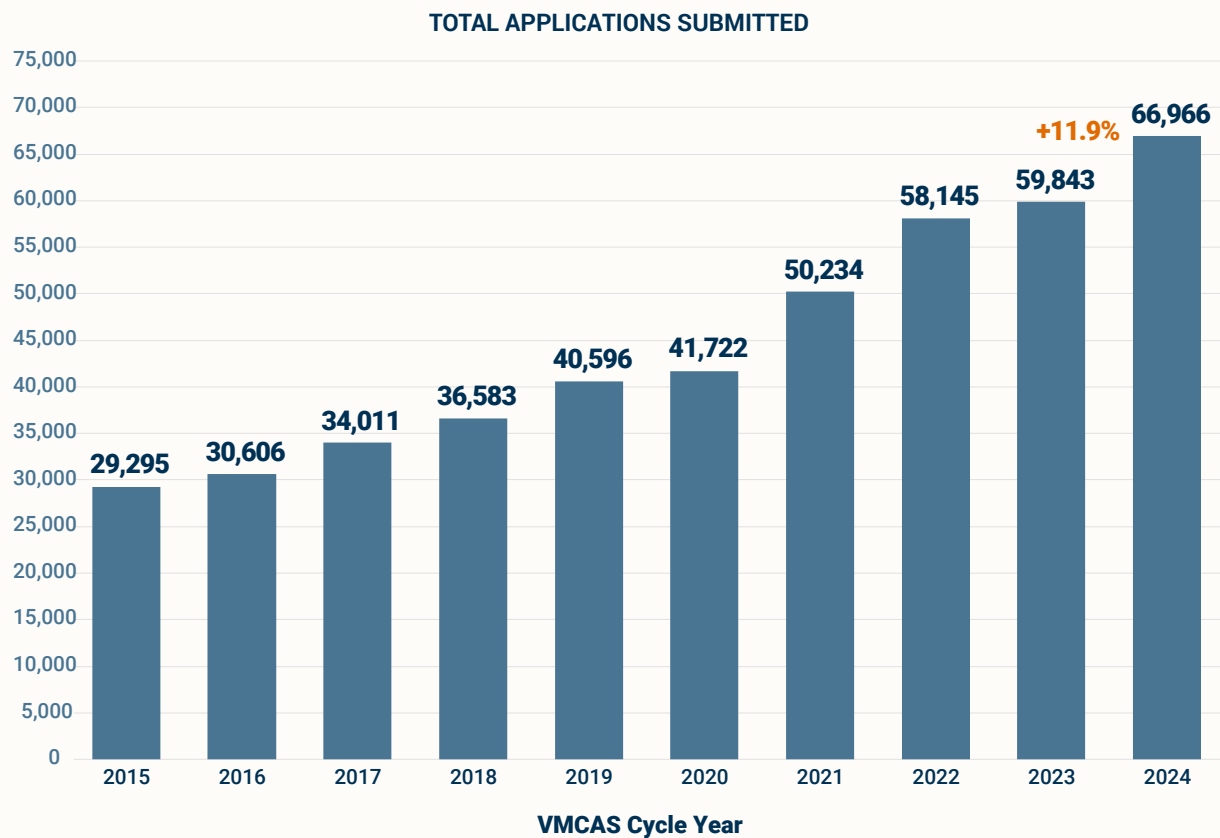
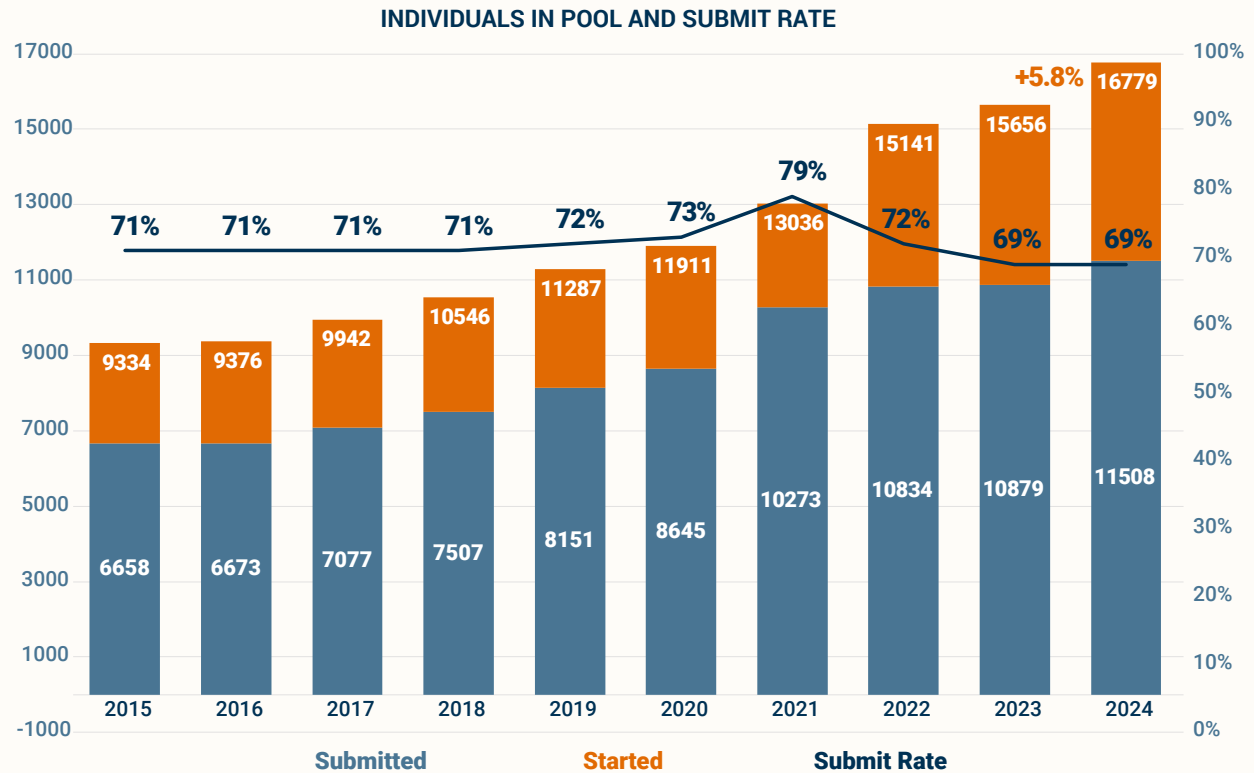
response to this growth. Key improvements include updates to the VMCAS application, the AAVMC Veterinary Medical School Admission Requirements (VMSAR) website ([applytovetschool.org](https://applytovetschool.org)), and the creation of guidance for recommenders. Additionally, targeted messaging and focused webinars have been introduced to support applicants throughout the application cycle.







The following charts show Applicant and Applications Data for FY2024.



# Advocacy

Our annual Advocacy Day on Capitol Hill included many of our new provisional members, giving us access to more state delegations than ever before. On April 10, our members made 164 meetings with Congressional offices, including 33 with Members of Congress. We had 86 total participants reaching 29 states, the most ever for this effort.

This year, we made a special effort to educate Members and staff about the enormous growth that veterinary education is experiencing, as well as some of the challenges associated with that growth. During the visits, we reminded Congress about the tremendous impact that our members made during COVID-19 and continue to make in the fight against other zoonotic diseases. We were also able to discuss the current and future shortage of veterinary specialty faculty, and the impact that will have on both companion animal and food animal care.

These efforts were largely informed by the creation of a Specialty Faculty Workforce group to advise our advocacy strategy. This effort included several of our Deans and outside advisors familiar with the issue. We are incredibly grateful for their unique perspectives and assistance with this important issue.

Finally, we continued our work to increase appropriations for our key programs, including the Veterinary Medicine Loan Repayment Program (VMLRP), the Veterinary Services Grant Program (VSGP), and the National Institutes of Health (NIH), among many others. We also worked on specific language for the next iteration of the Farm Bill, which must be reauthorized every five years. We are hopeful that Congress will be able to complete work on much of these priorities after the November elections.



*Advocacy Day on Capitol Hill 2024. (Imagine Photography DC)*



# Professional Development

## AAVMC Orientation

The first-ever AAVMC Volunteer Orientation course is designed to provide a comprehensive overview of volunteer opportunities within AAVMC. Whether you're a seasoned volunteer or new to the AAVMC community, this course serves as a valuable resource for understanding the various ways you can contribute to advancing academic veterinary medicine. The course is self-paced and accessible via AAVMC's Learn platform and takes approximately 30 minutes per section to complete, with flexible access to course materials.

## Leadership Academy

The 2023-2024 Leadership Academy officially kicked off in Fall 2023 in Denver, Colorado. The cohort included participants primarily within their first five years of their current positions, predominantly assistant, associate deans, program directors, or associate professors. The cohort displayed a balanced mix of tenure-track and non-tenure-track individuals. Leadership Academy remains highly valuable to our community, particularly in advancing academic

leadership aspirations. Leaders graduated in March 2024 at the AAVMC Annual Conference in Washington, DC.

## PCVE Symposium

The Primary Care Veterinary Educators (PCVE) Symposium, hosted by the University of Florida College of Veterinary Medicine in Gainesville, Florida, took place in October 2023. Over 90 attendees attended the meeting, which included workshops, research presentations, and a keynote on Maximizing Learning in the Clinical Environment.

## CAAMP

For the third 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.



*Leaders graduated in March 2024 at the AAVMC Annual Conference in Washington, DC.*



## CIVME 2.0

The AAVMC's Council on International Veterinary Medical Education (CIVME) reviewed and revised the Council's structure to reflect a more inclusive and diverse approach to serving the global veterinary medical education community. The expanded Council will provide a more equitable opportunity for underrepresented regions to provide input to CIVME's work and the AAVMC. In addition, the Council continues to develop regional partnerships and provided a workshop at the PANVET Educational Forum ("VetEd Latin America") in Montevideo, Uruguay. CIVME also developed an online hub to improve engagement with stakeholders. The CIVME Hub launched a webinar on accreditation that included over 120 registrants and was translated into four languages.

## Faculty Recruitment and Retention

AAVMC participated in the [AVMA Veterinary Career Center Mix and Mingle](#) event at the AVMA Convention representing careers in academia. This event welcomed over 400+ job seekers and AAVMC was one of 44 employers.

AAVMC featured jobs listed on the AAVMC Jobs Board and advised on careers in academia.

Additionally, AAVMC collaborated with the AVMA Veterinary Career Center to present a panel, *Careers in Academia: Innovative Options*, as part of the AVMA Convention program. The program drew a crowd of 50 attendees, many of whom stayed to engage with panelists after the program ended.

Representing the variety of career paths available in veterinary academia today were Dr. Liddy Alvarez, University of Wisconsin-Madison, Dr. Randy Evans, Lincoln Memorial University, and Dr. Julie Hunt, Lincoln Memorial University. Dr. Caroline Cantner, AAVMC Director for Professional Development moderated the session.

## Member Engagement

The AAVMC launched a new member engagement reporting process as part of the association's ongoing efforts to expand member awareness and support.



CIVME group at Catalyze 2024. (Imagine Photography DC)



Attendees at Catalyze 2024. (Imagine Photography DC)

The most recent data reports:

- 71 active AAVMC Connect volunteer communities
- 88% of AAVMC member institutions have medium or high levels of engagement
- The top three mechanisms for member engagement are
  1. AAVMC Learn
  2. AAVMC Connect
  3. AAVMC in-person meetings

## Academic Affairs

### Release of Competency-Based Veterinary Education (CBVE) 2.0 Model

Competency-Based Veterinary Education (CBVE) is an approach modeled after competency-based medical education and is designed to prepare graduates for professional careers by confirming their ability to meet the needs of animals and the expectations of society. This approach focuses on outcomes-based and learner-centered education and assessment. The Council on Outcomes-based Veterinary

Education (COVE) members originally published the CBVE Model in 2018 and revised it in 2023-2024. The updated CBVE 2.0 Model may be downloaded at [cbve.org](https://cbve.org).

Other ongoing AAVMC competency-based veterinary education initiatives include those led by the Team-Based Veterinary Healthcare Task Force and the Competency-Based Veterinary Technician Education Working Group.

## Release of Use of Animals in Veterinary Education Handbook

The AAVMC Board of Directors established a Task Force to develop Guidelines on the Use of Animals in Veterinary Education. The Task Force consisted of representatives from nine AAVMC member schools from four countries across three continents. The Guidelines, published online in October 2022, offered recommendations for schools on how to improve their animal use policies, use of animal alternatives, and transparency. While the Guidelines provided overarching principles and broad recommendations, the next step was to write a handbook to accompany the Guidelines, elaborating on how institutions could implement the Guideline's recommendations, enabling them to support and promote humane and ethical animal use, guided by the 4 Rs: replacement, reduction, refinement, and respect. The editors worked with internationally recognized co-authors to create the Handbook. The Handbook's 11 chapters align with the recommendations made in the Guidelines. The Guidelines and the *AAVMC Handbook on the*

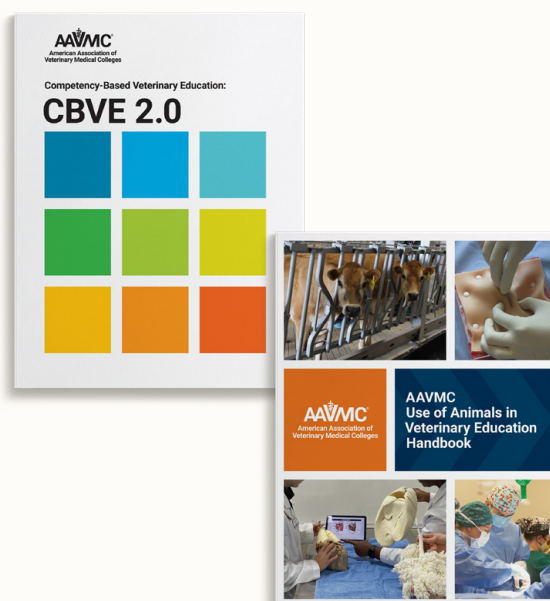
*Use of Animals in Veterinary Education* allow educators worldwide to review and, where appropriate, adjust their veterinary programs' approaches and policies. The Guidelines and Handbook should be interpreted as guiding principles and are not meant to be prescriptive. Individual institutions are encouraged to consider their own unique institutional, national and regional circumstances.

## Release of Exemplar Set of Technical Standards

Technical standards for veterinary education are an increasingly important topic given the rise in the admission of students with disabilities across the health professions education. In 2022, the AAVMC convened a committee, which included a diverse group of Veterinary Medicine faculty and external disability experts, to engage in a robust conversation regarding technical standards for Veterinary Medicine. The outcome of the four-month-long interactive process was the creation of an exemplar set of technical standards.



CBVE 2.0 was presented at Catalyze 2024.  
(Imagine Photography DC)







# Spectrum of Care

## Release of Spectrum of Care Education Model

The Spectrum of Care (SOC) Education Model provides an outcomes-focused framework for supporting veterinary medical programs and the broader veterinary education community in preparing graduates to practice across the spectrum of care. The SOCI Task Force developed the SOC Education Model through an evidence-based process and partnership between veterinary educators and practitioners. It is designed to be applicable across curricular models and learning contexts. The Model can be used to guide the development of new veterinary curricula, as well as guide changes in existing curricula. It is intended to help facilitate and bolster collaboration among all clinicians engaged in preparing graduates for practice.



## Ongoing Development of the Spectrum of Care Implementation Strategies Guide

The AAVMC Spectrum of Care Initiative (SOCI) Task Force is developing a guide to support CVMs in making curricular changes to prepare new graduates for SOC practice. The guide is structured around an evidence-based higher education curricular change management framework. Resources featured in the guide include: a) the SOC Education Model, b) a curriculum mapping process for identifying strengths and areas of improvement in SOC training, c) example SOC assessment tools and instructional methods, d) example SOC learning experiences, and e) SOC case management teaching examples.

## Spectrum of Care Symposium 2024

The AAVMC hosted the day-long Spectrum of Care (SOC) Symposium, sponsored by the Stanton Foundation, on Thursday, April 11th, 2024, as part of the AAVMC annual Catalyze Conference in Washington, D.C. The purpose of the symposium was to support CVMs interested in implementing the SOC Education Model into their curricula. A total of 14 speakers presented across the Symposium, representing nine different member institutions. After the Symposium, AAVMC held a town hall where attendees discussed the big issues the academic veterinary medicine community must consider when preparing students for SOC practice. Attendees also brainstormed the resources that AAVMC can provide to support the academic veterinary medicine community in taking steps to address these issues.

Over 100 participants engaged in various Spectrum of Care sessions, reflecting a strong interest in advancing veterinary education to better prepare students to offer a range of high-quality care options to a socioeconomically diverse clientele.



*Spectrum of Care Symposium 2024.  
(Imagine Photography DC)*



# Wellbeing

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## **Wellbeing Professionals Community Adds Systemic Wellbeing Focused Call**

The AAVMC Academic Veterinary Wellbeing Professionals community is a space for those professionals responsible for advancing wellbeing at their colleges to connect and learn from each other. AAVMC uses this space to share professional development opportunities, articles of interest, and other resources that wellbeing professionals may find helpful. Members of the community can also post their own resources and seek advice and support from their peers.

AAVMC initially hosted one community call a month for this community. This call allowed Academic Veterinary Wellbeing Professionals to connect synchronously and talk through any challenges they were experiencing. With AAVMC's increased focus on systemic wellbeing, the need for a second community call focused on systemic wellbeing challenges became apparent.

In May 2024, AAVMC began hosting two separate community calls every month. To continue supporting professionals engaged with more individually focused services, such as counseling, AAVMC hosts a monthly individually focused community call. Consistent with AAVMC's commitment to supporting systemic-level work, Academic Veterinary Wellbeing Professionals are also invited to engage in

a monthly systemic wellbeing-focused call. Wellbeing professionals are welcome to attend either or both calls.

## **Wellbeing Committee Active and Working**

The AAVMC Wellbeing Committee, charged with promoting a climate of wellbeing throughout the academic veterinary medical community, began meeting consistently in March 2024, after a short period of inactivity while AAVMC sought new leadership for the wellbeing program.

The Wellbeing Committee's current focus is developing Wellbeing Competencies. Intended as a supplement to AAVMC's Competency-Based Veterinary Education program, colleges can infuse these wellbeing-specific competencies within their curriculum. Once the competencies have been published, the committee plans to showcase model programs that utilize the competencies to encourage other veterinary medical colleges to adopt them.

The competencies, designed to teach students wellbeing skills that they can utilize while in class and as graduated professionals, include increasing self-awareness to improve self-compassion, increasing capacity for personal growth, improving adaptability to stressful situations, and applying wellbeing skills in the professional environment.

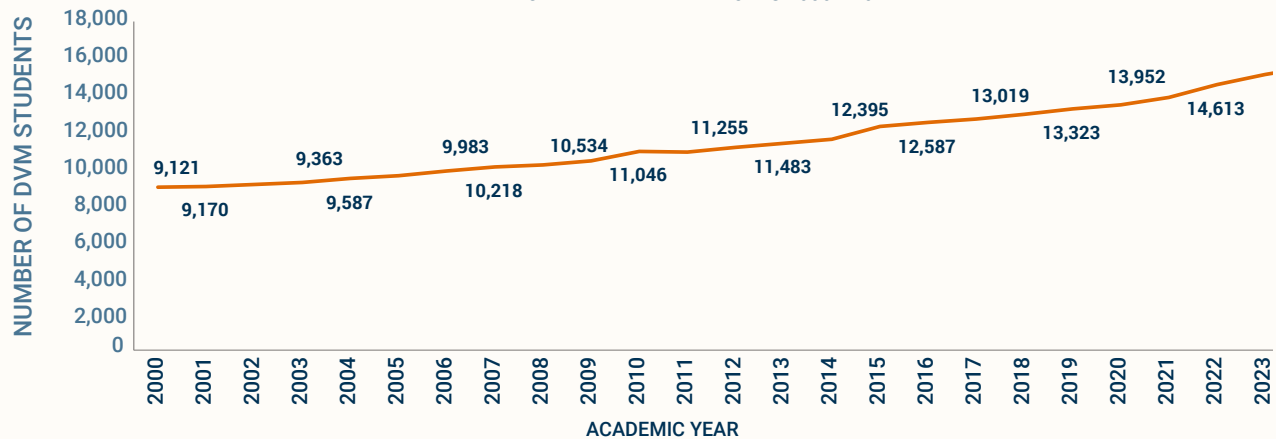


# Diversity & Institutional Research

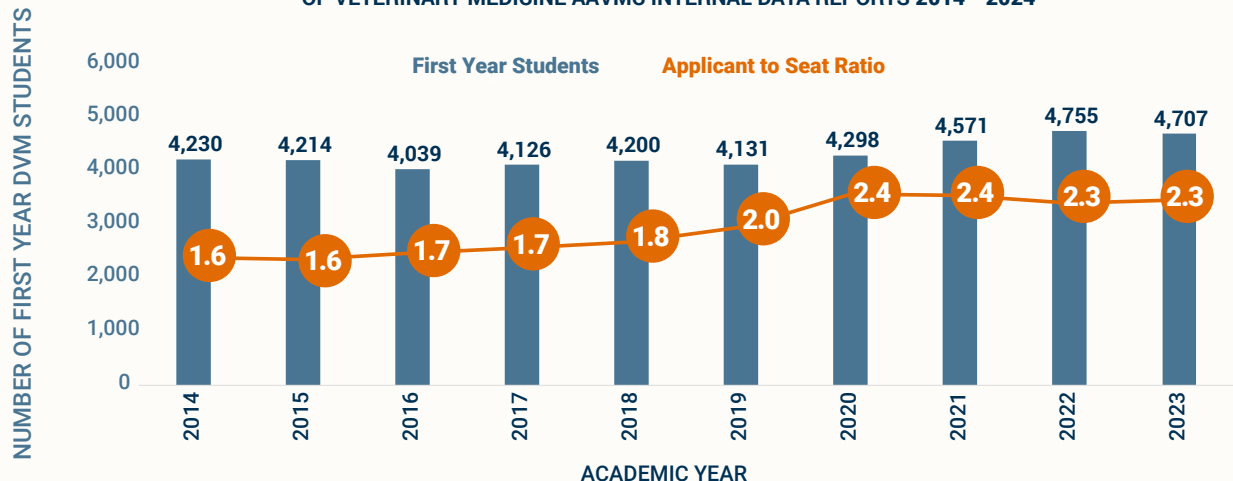
- AAVMC hosted 14 new episodes of the Diversity and Inclusion on Air podcast. Episode topics were vast, including substance abuse and recovery, trauma-informed teaching, and gender-affirming care in veterinary medicine.
- AAVMC published a new exemplar on technical standards necessary to matriculate successfully. The document serves as a useful source of information for AAVMC member institutions and veterinary school applicants who may have disabilities on what physical, mental, and emotional capacities are essential for success.
- Nearly 300 individuals from member institutions participated in unconscious bias and context communications training programs offered through AAVMC Learn.

## Institutional Data

DVM STUDENT ENROLLMENT AT US COLLEGES OF VETERINARY MEDICINE  
AAVMC INTERNAL DATA REPORTS 2000 - 2024



FIRST YEAR DVM STUDENT ENROLLMENT & APPLICANT TO SEAT RATIO AT US COLLEGES  
OF VETERINARY MEDICINE AAVMC INTERNAL DATA REPORTS 2014 - 2024





# Events & Meetings

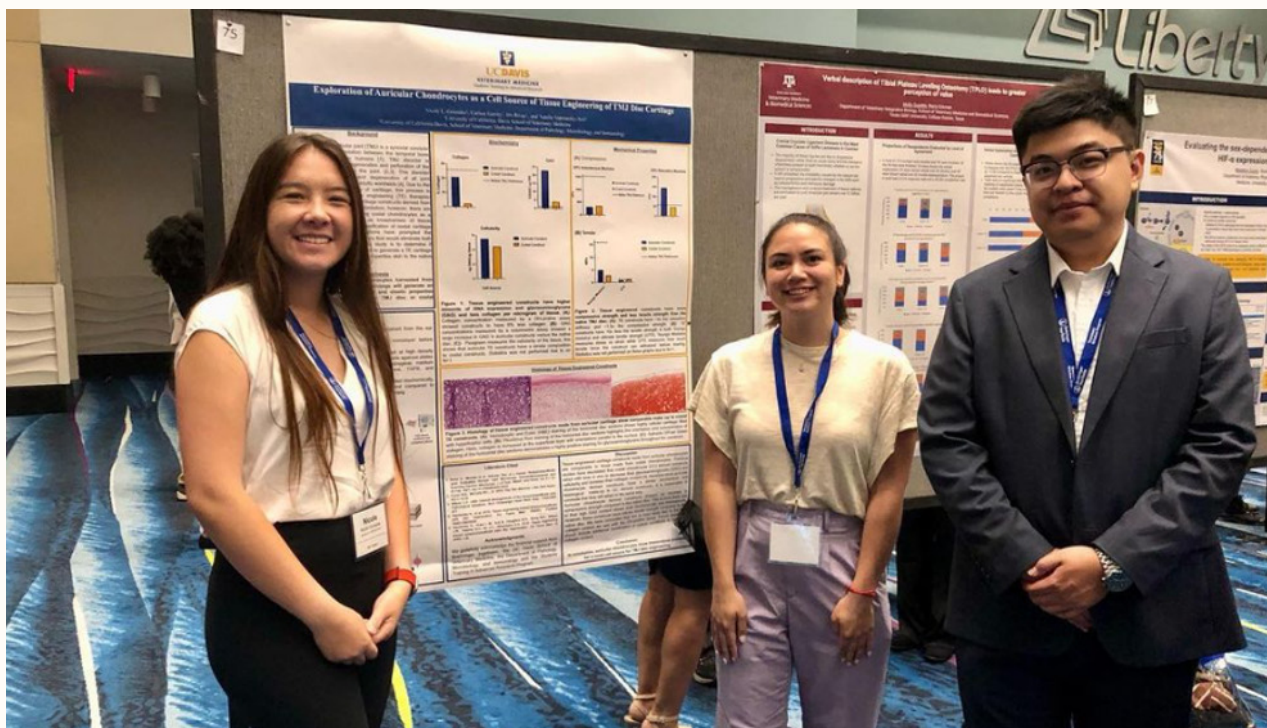
## THE 2023 VETERINARY SCHOLARS SYMPOSIUM (VSS) WAS A MAJOR SUCCESS

Nearly 800 students and faculty from our member institutions made their way to Puerto Rico for invaluable learning and networking opportunities. VSS had two full days of programming, including multiple Plenary Sessions, Mentor Panels, Breakout Sessions, and poster presentations. Additional on-site events during the week included the Combined Degree Colloquium, Becoming Faculty Workshop, plus several receptions and commemorative banquets.

As always, the student poster sessions were the highlight of the event, affording students the opportunity to present their research and answer questions about their projects.

Poster topics included Immunology, Oncology, Parasitology, Pharmacology and toxicology, virology, production animal medicine, One Health, Small animal medicine and surgery, and more!

AAVMC would like to thank our wonderful sponsors for making this event possible. We extend our gratitude to **Boehringer Ingelheim, National Institutes of Health, Morris Animal Foundation, USDA, Burroughs Wellcome Fund, and Foundation for Food and Agriculture Research** for their support of the veterinary student summer research programs.



*Students traveled to Puerto Rico for VSS 2023.*



### Award-winning social media strategy at VSS 2023

AAVMC was proud to bring home an [Association TRENDS](#) TRENDY award in recognition of the “VSS Interactive Social Challenge”, led and executed by Madison Croxson, Manager for Marketing and Communications.

The campaign leveraged Instagram’s “poll” feature to engage with our audience. Students provided trivia questions about their research, allowing AAVMC’s Instagram followers near and far to play along and test their veterinary medical knowledge.

The campaign resulted in nearly a 7% increase in Instagram followers and some of AAVMC’s highest engagement numbers to date.



2023 Veterinary Scholars Symposium.

### AAVMC Annual Conference & Iverson Bell Symposium - Catalyze 2024

The AAVMC’s annual conference, Catalyze 2024, was held from April 11 to 13, 2024, at the Grand Hyatt in Washington, D.C.

The event attracted 400+ attendees enthusiastic about academic veterinary medicine and featured cutting-edge programming. Session topics included Artificial Intelligence, Wellbeing, Admissions, Enrollment, DEI, and more.


Attendees also had the opportunity to view the newly unveiled [CBVE 2.0 model](#) and participate in the spectrum of care town hall. The Competency-Based Veterinary Technician Education framework and the Team-Based Veterinary Healthcare competencies were both introduced at the 2024 AAVMC Catalyze Conference.

Catalyze provided an arena for discovery, dialogue, and innovation while addressing the multifaceted challenges within academic veterinary medicine.



Catalyze 2024. (Imagine Photography DC)





Catalyze 2024 also featured keynote addresses from three esteemed speakers. Mary Churchill, PhD, MA, kicked off the conference with a deep dive on the opportunities and challenges ahead in higher education trends, while Richard Thompson Ford, JD, delved into desegregation, affirmative action, and the rise of colorblindness. On Saturday, Cecilia Sorensen, MD, discussed training for a sustainable future to wrap up the weekend.



*Keynote speaker Richard Thompson Ford, JD.  
(Imagine Photography DC)*

The award presentations are always a distinctive feature of the event, recognizing established leaders in academic veterinary medicine who have excelled in their respective areas.

Each individual award was presented with a tribute video honoring the recipient. Please refer to the “Awards” section of this annual report to learn more about our 2024 recipients and their important contributions to veterinary medicine.



*Dr. Kwane Stewart speaks with a student at the  
AAVMC Pre-Vet Career Fair. (Imagine Photography DC)*



*Drs. Rustin Moore and Ruby Perry at Catalyze 2024.  
(Imagine Photography DC)*



*Representing Clemson University at Catalyze 2024.  
(Imagine Photography DC)*





AAVMC Staff at Catalyze 2024. (Imagine Photography DC)



Catalyze 2024. (Imagine Photography DC)

The conference was loaded with programming and networking. Attendees participated in several pre and post conference activities including Advocay Day on Capitol Hill, Leadership Academy and Committee Meetings.

The AAVMC Pre-Vet Career Fair returned in person on Sunday, April 13th, to close out Catalyze 2024. More than 300 prospective veterinary students from around the DC Metro area and beyond met with AAVMC member institutions and heard from celebrity keynote speaker Dr. Kwane

Stewart, [2023 CNN Hero of the Year](#) and Founder of [Project Street Vet](#).

Catalyze 2024 embodied the AAVMC's mission of inspiring innovation and promoting excellence in academic veterinary medicine worldwide. The conference provided a strong platform for collaboration and learning, leaving a lasting impact on all attendees.

We look forward to seeing you at Catalyze 2025 in Washington, DC. Please save the date for April 10-12, 2025.



# AAVMC Team

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**Mr. Homam Adam:** *Accounting Manager*

**Dr. Sheila W. Allen:** *Senior Accreditation Advisor*

**Mr. Kwadwo Amakye:** *Manager for Information Technology Services*

**Dr. Jessica E. Brodsky:** *Associate Director for Academic Affairs and Educational Researcher for the Spectrum of Care Initiative*

**Mr. Kevin Cain:** *Senior Director for Governmental Affairs*

**Dr. Caroline Cantner:** *Director for Professional Development*

**Ms. Elisabeth Cavallaro:** *Manager for Wellbeing and Professional Competencies*

**Ms. Madison Croxson:** *Manager for Marketing and Communications*

**Ms. Diana Dabdub:** *Director for Admissions & Recruitment Affairs*

**Ms. Christian Elkins:** *Senior Administrative Assistant*

**Dr. Heather N. Fedesco:** *Executive Director of the Spectrum of Care Initiative and Director for Academic Affairs*

**Ms. Dorothy Gray:** *Interim Chief Executive Officer and Chief Operating Officer*

**Ms. Taniya Grayson:** *Program Coordinator for Member Experience*

**Dr. Lisa Greenhill:** *Chief Diversity Officer and Senior Director for Institutional Research*

**Ms. Jennifer Ingalls:** *Executive Assistant*

**Ms. Susan Leigh:** *Director for Marketing and Communications*

**Jim Lloyd:** *Research Consultant*

**Dr. Ted Mashima:** *Chief Strategy Officer*

**Ms. Brooklind Norman:** *Program Coordinator*

**Ms. Monique Pierce:** *Associate Director for Professional Development*

**Ms. Sraavya Polisetti:** *Data Analyst Project Manager*

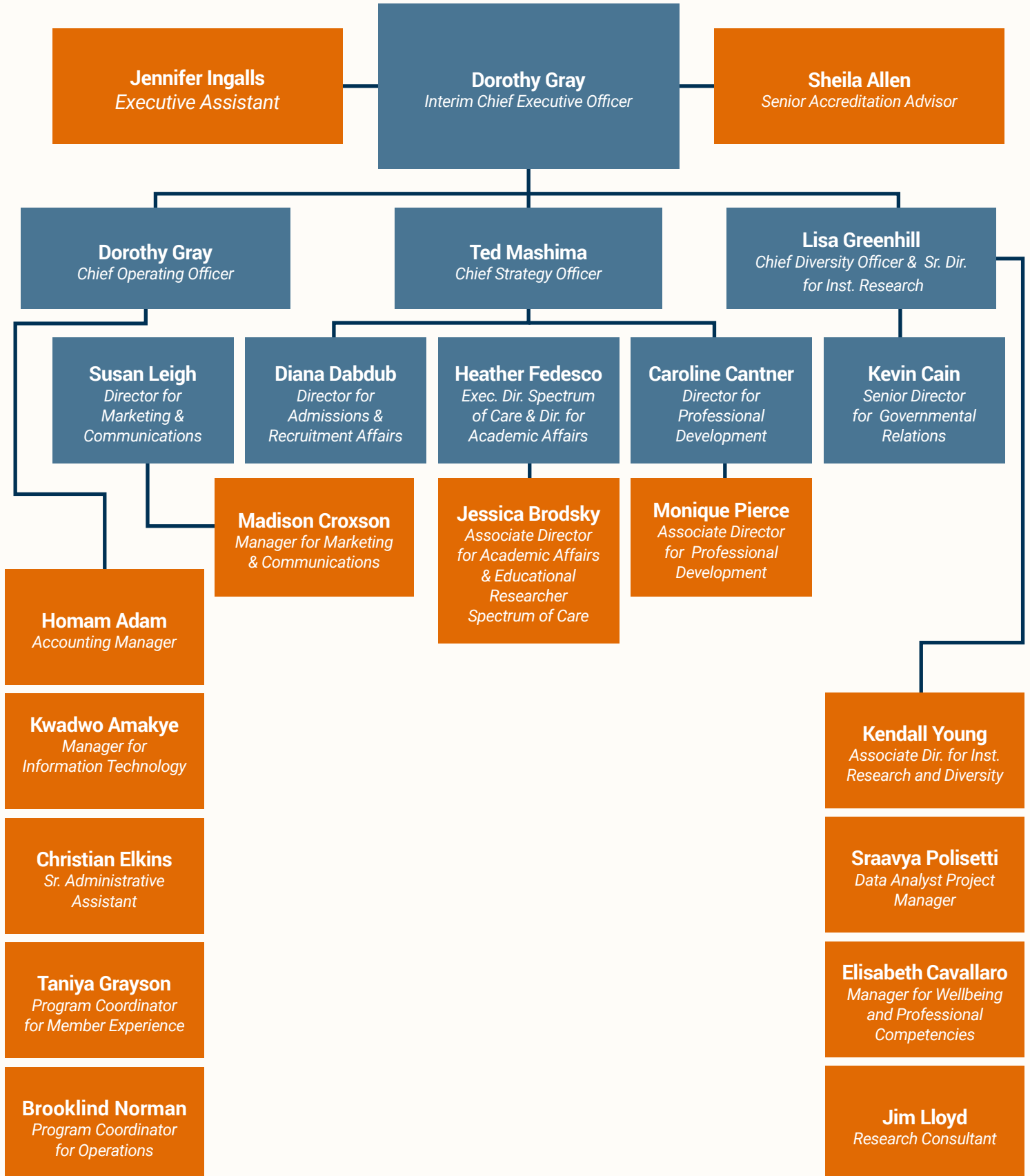
**Dr. Regina Schoenfeld-Tacher:** *JVME Editor-in-Chief*

**Ms. Kendall Young:** *Associate Director for Institutional Research and Diversity*



## AAVMC Board of Directors

### AAVMC Staff

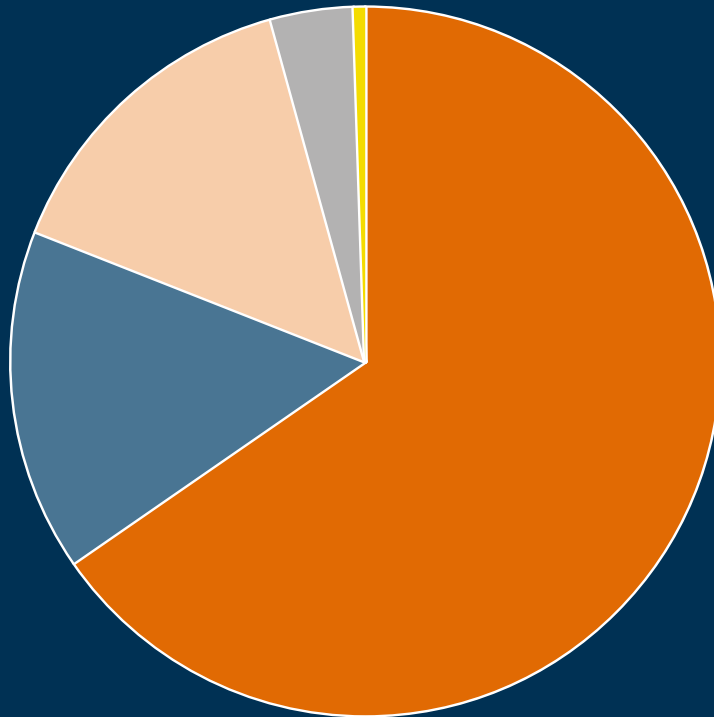




# Financial Statement

## Statement of Activities and Change in Net Assets for the Year Ended June 30, 2024 With Summarized Financial Information for 2023

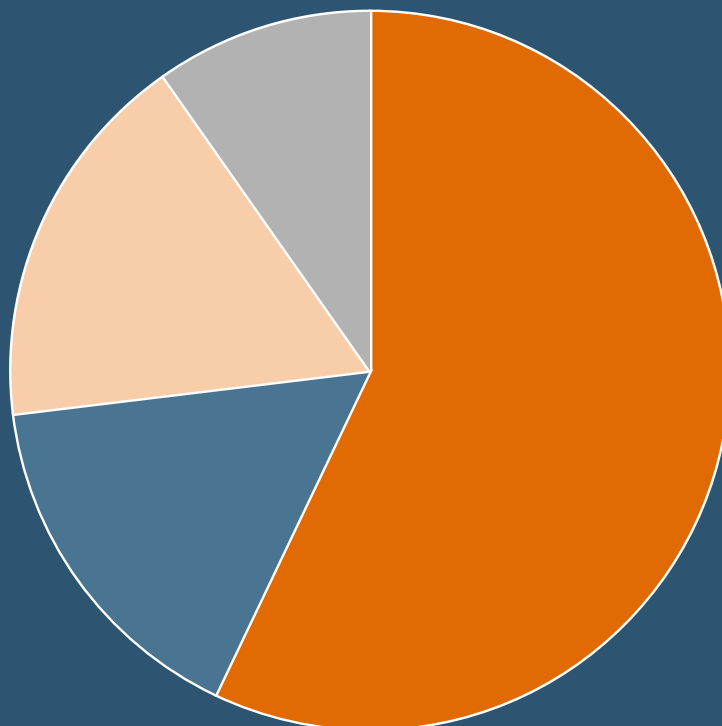
REVENUES	2024 Unaudited	2023 Unaudited
Applicant Fees	5,424,963	4,826,909
Membership Dues	1,421,041	1,339,820
Annual Meetings and Events	529,752	421,604
Corporate & Government Support	1,342,329	493,798
Subscription Fees	-	-
Membership Fees		139,360
Publications	47,144	46,492
Miscellaneous Income	343,192	145,686
<b>TOTAL REVENUE</b>	<b>9,108,421</b>	<b>7,413,669</b>
<b>EXPENSES</b>		
Program services:		
Veterinary Medical Education	2,430,628	2,636,248
Annual Meetings	1,858,416	1,178,576
Recruitment	864,170	575,258
Government Advocacy	386,464	289,059
Data Analysis	878,994	595,675
Outreach and Development	237,214	244,959
Communications	820,478	683,840
Leadership	422,224	423,155
<b>TOTAL PROGRAM SERVICES</b>	<b>7,898,588</b>	<b>6,626,770</b>
Supporting services		
Management and General	1,129,054	1,286,931
<b>TOTAL EXPENSES</b>	<b>9,027,642</b>	<b>7,913,702</b>
Change in net assets before other items	80,779	(500,033)
<b>OTHER ITEMS</b>		
Non-operating investment income	1,301,448	862,436
Pass through funds received	-	-
Change in net assets	1,382,227	362,403
Net Assets at beginning of year	10,115,768	9,753,365
<b>NET ASSETS AT END OF YEAR</b>	<b>11,497,995</b>	<b>10,115,768</b>



## Revenues FY 2024

TOTAL: \$9,108,421

- Core Programs: \$5,954,715
- Publication: \$47,144
- Other Revenues: \$343,192
- Corporate, Government and Foundation: \$1,342,329
- Members Dues: \$1,421,041



## EXPENSES FY 2024

TOTAL: \$9,027,642

- Member Services: \$5,153,214
- Data Analysis: \$878,994
- Administration: \$1,551,277
- Advocacy: \$1,444,156



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