Strategic Priority 0
Initiatives that cut across all strategic priorities

- Dean Markel continues to serve as chair of an Association of American Veterinary Medical Colleges (AAVMC) task force focused on incorporating diversity recommendations in six of the American Veterinary Medical Association (AVMA) Council on Education accreditation standards. Modifications to the accreditation standards will be finalized in 2017. See go.wisc.edu/avma-standards-proposal.

- Through the Engagement, Inclusivity, and Diversity (EID) Committee, the School of Veterinary Medicine (SVM) will increase the understanding of its culture, create opportunities for discussion about diversity issues, provide venues to honor and celebrate differences, and move the SVM from “tolerance” to “acceptance.” The EID Committee will continue to focus on creating spaces for dialogue within the SVM, especially focused on the creation of an LGBTQ+ Community and Advocacy Group. Students, faculty, and staff have also been connected to the interprofessional group Pride in Healthcare.

- The Big Ten schools and colleges of veterinary medicine have agreed to participate in and host the biennial Midwest Regional Iverson Bell Summit. Regional Summits are held in years opposite the national meeting as part of the national AAVMC annual meeting. Lynn Maki will serve as the SVM representative to this group. Wisconsin will host the regional summit in 2020.

- Increase resident and nonresident tuition to be at the median of our national peers. The Board of Regents voted in June 2015 to approve the first two years of the SVM’s tuition proposal. The third and fourth years of the proposal were approved in December 2016. After full implementation of the proposed increases, the SVM base budget would have grown by $5.9 million, but $1.1 million was applied to the SVM’s base budget cut in 2015-17. In addition, scholarship support for SVM students will increase by $1 million.

- The SVM Advancement Team launched the BerbeeWalsh Match and has raised more than $1.2 million of the $3 million gift of the match. Nearly $2 million in new gifts have been secured as a result of the match.

- From 2015 to 2016, new gifts and pledges increased by 43% ($13.8 million to $19.6 million).

- The SVM met its $70 million comprehensive campaign goal. The goal has been being increased to $100 million.

- In early 2017, the SVM documented its largest gift from a living donor with a $5 million commitment from Morrie Waud to the building expansion. With this gift, the SVM has secured $17 million for the building campaign.

- In early 2017, the SVM secured an additional $1 million scholarship endowment gift, bringing the SVM scholarship endowment total to just under $16 million.

Strategic Priority 1
Retain, recruit, and develop high-caliber and diverse faculty

- Through the Task Force on Faculty Mentoring, improve mentorship of our early-, mid-, and late-career faculty. Delivered an annual workshop for mentees and mentors to review and support best practices in mentoring and to review promotional and onboarding guidelines and documents/processes. The Task Force also worked with individual departments to ensure assistant professors and faculty mentors are aware of best practices in mentoring and of promotional guidelines. The Task Force on Faculty Mentoring met in February 2017 to discuss the format and timing (annual or biannual) of these department-specific forums.

- In support of continued or renewed development of mid- and late-career faculty, members of the Academic Planning Council (APC) were charged to gather information from faculty in their departments at the Associate and Full Professor ranks about their needs and ways to support their continued career development. Vice Provost Michael Bernard-Donals has initiated a small pilot mentoring program for mid-career faculty.
Strategic Priority 2
Strengthen programs in basic translational and clinical research

• The SVM will again hold research days in the spring (Phi Zeta Research Day) and fall of 2017 designed to provide students with a broad perspective of the types of research performed at the school. The 2017 Spring Phi Zeta Research Day was held on April 12, 2017.

• Anticipate reactivating the PI Committee in early 2017 to engage faculty in discussion of how best to manage processes and procedures for grant preparation and submission to maximize potential for success. The PI Committee will also discuss improving infrastructure in support of clinical research.

• The Institute for Clinical and Translational Research (ICTR) has proposed establishing a TL1 Postdoctoral Trainee Program in the competing application to NIH for renewal of the parent Clinical and Translational Science Award (CTSA). ICTR released an RFA for this program in January 2017.

• Continue support of the Summer Scholars Program with funding provided by NIH, Merial, the Morris Animal Foundation, and the SVM.

• The combined DVM/PhD program has four students currently enrolled, and it is anticipated that additional students will be admitted to the program concurrent to admission to the DVM program in 2017 and 2018.

• Continue the Companion Animal Fund grant program. Twelve new Companion Animal Fund projects have been recommended for funding in 2017 with a total budget of $110,000.

Strategic Priority 3
Design an innovative professional curriculum that evolves to prepare students for a breadth of careers and professional opportunities

• Continue to create web-based learning modules for core competencies for each specialty/service.

• Enhance the clinical education for veterinary medical students.

• Increase students’ experiences practicing clinical skills through an expanded Clinical Skills Training Center and its integration into the DVM curriculum.

• Recruitment of faculty to develop clinical skills sessions for fourth-year students on clinical rotations is ongoing.

New Faculty & Instructors

New Faculty Hires:

» MICHAEL CAHILL, Comparative Biosciences
» NEIL CHRISTENSEN, Radiation Oncology
» TATIANA FERREIRA, Anesthesiology
» CORINNE LAWSON, Emergency and Critical Care
» SATHISH KUMAR, Comparative Biosciences
» FERNANDO MARQUES, Large Animal Internal Medicine
» AMELIA MUNSTERMAN, Large Animal Surgery
» MACKENZIE PELLIN, Oncology
» MATTHEW REYNOLDS, Immunology
» MOSTAFA ZAMANIAN, Pathobiological Sciences

New Clinical Instructors Hires:

» CHRISTINA DEMIGUEL, Surgical Sciences
» ANA SOFIA DIAS MOREIRA, Large Animal Internal Medicine
» ALLISON DUSICK, Clinical Pathology
» JESSICA FRAGOLA, Ocular Pathology
» DIEGO DE GASPERI, Large Animal Surgery
» LIZ LAYNE, Dermatology
» JANE RENEE LUND, Radiology
» JESSICA PRITCHARD, Small Animal Internal Medicine
» MEGHAN SCHUH, Shelter Medicine
» SONJA TJOSTHEIM, Cardiology
» ALLAN WILLIAMSON, Anesthesiology
» GRAYSON DOSS, Exotic Species
» ELISABETH PETERS GOODALL, Radiology

• From 2013-17, we have hired a net of six new faculty members in addition to replacing faculty members who have retired or departed. Three additional faculty positions were added in 2013, one in 2014, and two will be added in 2017.
Develop better course evaluation and student evaluation systems. Focus on outcome-based measures.

Working with campus to implement new campus-wide evaluation tool, AEPHIS.

Work continues with a taskforce to look at the clinical competency data for the DVM program, in relation to new accreditation standards, during summer 2017.

**Strategic Priority 4**

*Recruit a diverse and high-caliber population of students and support their success*

To further develop relationships with students and academic advisors at various colleges, universities, and other educational institutions, the admissions director attended college-readiness fairs at Madison College on multiple occasions. Each fair focused on a specific underrepresented minority groups, such as African-American students or Asian-American students.

Continued outreach to middle and high schools in the greater Madison and Milwaukee area schools, including students, parents, and counselors.

Created a half-day workshop for undergraduate students and returning adult students in August 2016.

Continued partnership between the SVM and PEOPLE middle school and high school student programs, ensuring that diverse student communities learn about veterinary medicine in a classroom and experiential learning environment.

A new counselor joined the Personal and Wellness Support Services (PAWSS) group in January 2017. The SVM now has three counselors (one full-time and two part-time staff members).

Weekly resiliency workshops were offered each week throughout fall 2016 and spring 2017 semesters. These sessions aim to develop resilience and coping skills for DVM students, helping them to better manage the stress of the veterinary medical curriculum.

The SCAVMA Wellness Committee created a Peer Support Group for students to access peer support when needed.

By the Numbers

Research Grant Support

$24.3 million

Up 34% in the last three years

Enhanced Student Support

The school increased its counseling services and general mental health support for students by

**Adding a full-time counselor to the Personal Wellness and Support Services (PAWSS) group**

**Offering weekly workshops to help students develop coping skills to better manage stress**

**Developing a Peer Support Group for students**

**Creating opportunities to complete a Mental Health First Aid course**

**Strategic Priority 5**

Support UW Veterinary Care in achieving its strategic priorities and enhance its integration with the school

• Working with campus and the state, the SVM will select architects in 2017-18 to design the building addition in Lot 62. Design to be completed in 2019 with construction to begin in 2020.

• Move Medical Oncology closer to TomoTherapy, into the room across from Clinical Pathology.
**Hospital Improvements**

UW Veterinary Care saw a record 26,500 patient visits in 2015-16. To enhance patient care, the following projects are in the works:

- **Increase collaboration by moving the Medical Oncology Service closer to Radiation Oncology**
- **Upgrade Primary Care and Ophthalmology work stations**
- **Remodel areas within Morrie Waud Large Animal Hospital to improve work flow**
- **Select architects to design Veterinary Medicine Building expansion in Lot 62**

- Turn the old Medical Oncology ward into an intermediate care ward and move Primary Care and Ophthalmology work spaces to this area.
- Identify and remodel spaces within the Morrie Waud Large Animal Hospital to improve work flow and space utilization.
- Annually perform financial analysis of UW Veterinary Care and communicate the results to each section of the hospital.
- Created a structured elective externship opportunity for fourth-year students in 2014-15 in partnership with the Dane County Humane Society.
- Introduced a new, two-week Shelter Medicine Ambulatory rotation in 2016 for fourth-year students focusing on hands-on experience for students in aspects of care provided in shelters. Forty-nine students from the SVM registered for the rotation in the first year.
- Introduced the Pets for Life house calls program in Milwaukee. Fourth-year veterinary medical students assist in providing medical care to underserved and at-risk pets and families in partnership with the UW Shelter Medicine program and the Wisconsin Humane Society.

**Strategic Priority 6**

Foster a community that stimulates professional enthusiasm, collegiality, and continuous engagement within the school and throughout the University of Wisconsin System

- Performed the second all-SVM climate survey for SVM employees and students in fall 2016. Meetings with faculty and staff who are responsible for leadership in the various employee groups were held in early 2017 to discuss the survey results and what action steps we might take. Action steps will be created based on these meetings and will be implemented in 2017.
- The SVM and Wisconsin Veterinary Diagnostic Laboratory (WVDL) have partnered in launching a wellness program. A taskforce has been created that includes nine individuals from SVM and three individuals from WVDL.
- A wellness survey was sent out to all SVM/WVDL employees at the end of 2016.
- Based on the survey results, the task force has decided to launch wellness activities beginning in April 2017 with a weekly yoga class. May will focus on foods/nutrition, and in June we will hold the Well Wisconsin Assessment.
- Support Inter-Professional Education Center (SMPH, SVM, Nursing, and Pharmacy are key participants). Participate in defining and implementing the program over the next two years.
- Create intranet resource of course itineraries so instructors can identify and reach out to others who teach correlating topics by August 2016. Preliminary discussions with central campus (Mo Bischof) and AEFIS (Caitlin Meehan) on the possibility of piloting a curriculum mapping project for the SVM are ongoing.
- In April 2017, communicate collaborative relationships SVM faculty have established across the UW-Madison campus through the new faculty handbook and on the SVM website.

**Strategic Priority 7**

Train the next generation of academic veterinarians to advance veterinary medicine through their outstanding clinical skills, teaching abilities, and research capabilities

- Continue to enhance the support and resources available for clinical research, including faculty and trainee research opportunities.
- Encourage graduate students, residents, and faculty to attend teaching workshops and/or the UW Teaching Academy.
- Expand Clinical Skills Training Center through construction of the Renk Learning Center. Project was completed in mid-spring 2017.
- Increase participation in extramural clinical research training programs.