Strategic Priority 0
Initiatives that cut across all strategic priorities

• Through the Association of American Veterinary Medical Colleges (AAVMC), Dean Markel is serving as chair of the Diversity and Veterinary Medical College Accreditation Task Force, which is working with the American Veterinary Medical Association (AVMA) Council on Education to incorporate diversity recommendations in six of the accreditation standards including organization, finances, students, admissions, faculty, and curriculum.

• The UW School of Veterinary Medicine (SVM) Equity, Inclusivity, and Diversity (EID) Committee was created and formalized in April 2015 with the following charges:
  » Increase the understanding of SVM culture  
  » Create opportunities for discussion about diversity issues  
  » Provide venues to honor and celebrate differences  
  » Move the SVM from “tolerance” to “acceptance”

• The SVM presented a six-part series on respect, civility, and well-being in the workplace, delivered by Charles LaTorre, for all members of the SVM community.

• The school admitted 89 students to the class of 2019, the third class of this size. The first two years of the school’s enhanced funding proposal, which aims to increase resident and non-resident tuition to the mean of the SVM’s peer group schools of veterinary medicine, was approved by the UW Board of Regents in June 2015. The third and fourth years of the proposal will be discussed and forwarded to the UW Board of Regents in spring 2017. The increased revenue from tuition sources will be used to support a broad array of initiatives at the School of Veterinary Medicine, especially those related to strengthening the DVM curriculum, and to provide additional need-based scholarship funds for DVM students.

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

• The Task Force on Faculty Mentorship held its first workshop for mentees and mentors to review and support best practices in mentoring and to review promotional guidelines and onboarding documents/processes in October 2015.

• The school worked with the UW-Madison campus through Michael Bernard-Donals, vice provost for faculty and staff, to address the professional development of mid-career faculty. A campus pool of mentors for mid-career faculty is being established.
New faculty were hired, including Lisa Arendt, Adrien Hespel, and Leticia Reyes, with Tatiana Ferreira and Amelia Munsterman starting in 2016.

New clinical instructors were hired, including Chris Alford, Mehnaz Aziz, Jennifer Broadhurst, and Guillaume Leblond.

Strategic Priority 2

Strengthen programs in basic translational and clinical research

The SVM will once again offer an all-day grant writing seminar for faculty and trainees on April 26, 2016, in conjunction with the UW School of Medicine and Public Health’s Department of Medicine.

Jenny Dahlberg, the SVM’s grants administrator, provided educational presentations and updates for SVM investigators on several topics with the dual goals of clarifying processes and making research management easier for investigators. These presentations included an overview of the WISPER campus routing and approval system, a tutorial on how to use the Cayuse federal grants submission software, a discussion of National Institutes for Health (NIH) public access policy for NIH-funded publications and the new NIH biosketch format changes, and the Principal Investigator (PI) Portal Tool. Training in Export Control was presented in March 2016. In 2015, the SVM also hosted UW Office of Industrial Partnerships lawyers to present on issues that arise when collaborating with for-profit companies.

The SVM again held a Fall Research Day on October 2, 2015. The event highlighted younger faculty who recently joined the SVM and provided students with a broad perspective of the types of research performed in the school. Speakers included Drs. Leticia Reyes, Rob Lipinski, Leandro Teixeira, and Michael Wood. Thirteen trainees also presented posters describing their research.

The Spring Phi Zeta-SVM Research day was held April 8, 2015, and is scheduled again for April 13, 2016.

Eighteen DVM students participated in the 2015 Summer Scholars Program supported by funding from the Office of Academic Affairs, the SVM, NIH, Merial, Morris Animal Foundation, and individual faculty members. Among the Summer Scholars were one student from the University of Pennsylvania and one student from Utrecht University in the Netherlands.

Four students are currently participating in the 12-month mentored research program supported by funds provided by the SVM (three students) or individual faculty (one student). All four are enrolled in graduate degree programs pursuing the MS or PhD degree.

The SVM initiated a combined DVM/PhD program. Two students are currently enrolled in the program, and it is anticipated that six additional students will be admitted to the program concurrent to admission to the DVM program in the next six years. The program is designed for students to complete the first two years of the DVM curriculum, followed by four years committed to completion of PhD requirements. Students will then re-enter the DVM curriculum to complete the final two years, thus earning DVM and PhD degrees over the course of eight years. The SVM is providing partial tuition support for the DVM curriculum, as well as stipend and tuition support for the first two years of the PhD. It is anticipated that mentors will provide stipend and tuition support for the final two years of the PhD degree. The current goal is to have eight students enrolled in various phases of the combined DVM/PhD program at any given time.

In 2015, the Companion Animal Fund and School of Veterinary Medicine supported 12 new research projects with budgets that totaled slightly more than $110,000. Nine new projects have been recommended for support by the Companion Animal Fund in 2016, with a total budget of $81,000.

By the Numbers

Research Grant Support in 2014-15

$28.6 million

Up nearly 60% in the last three years, from $16.6 million in fiscal year 2012
Strategic Priority 3
Design an innovative professional curriculum that evolves to prepare students for a breadth of careers and professional opportunities

- Fifty-three core competency modules have now been completed. A number of modules are currently in progress, including the following:
  - Six small animal internal medicine modules completed in February and March 2016
  - Junior surgery online encyclopedia
  - Expanded rabies module with both small and large animal examples and a revised public health and regulatory portion
  - Eight clinical instructor training modules developed by Simon Lygo-Baker

- The ambulatory program has been expanded to include a broader array of clinical experiences. The new ambulatory program, including paths for food animal/dairy, shelter medicine, and equine ambulatory, was approved by the SVM faculty in April 2015. The new program will be implemented during the 2016-17 academic year with the Class of 2017 students.

- More opportunities for students to practice clinical skills have been integrated into the DVM curriculum, including a Clinical Skills for Veterinarians selective, which was offered in May 2015 and August 2015 and was very well received by DVM students.

- Other teaching initiatives included the following:
  - Deployment of an online blended learning toolkit, a resource for faculty who are implementing teaching innovation throughout the DVM curriculum
  - Initial planning with second-year DVM student, Katie Kierski, for development of “clinical skills modules” integrated into years one through three of the curriculum

- Numerous course improvements have been integrated into the curriculum, including the following:
  - Implemented a practical exam/Objective Structured Clinical Exam (OSCE) for the junior surgery course, which was piloted in fall 2015 and implemented in spring 2016
  - Flipped the didactic GI lecture for third-year DVM students in support of using in-class time for an intestinal surgery lab
  - Enhanced the anesthesia equipment lab for second-year DVM students with more hands-on stations
  - Created instructional videos for various clinical techniques, including pressure testing the anesthesia machine, endotracheal intubation, peripheral IV catheter placement, and placing and using the Doppler

Program Updates

Dual DVM/PhD Training Program
Two students are now enrolled in this newly-initiated program. The current goal is to have eight students enrolled in various phases of the combined DVM/PhD program at any given time.

Ambulatory Program
Expanded to include a broader array of clinical experiences, the new ambulatory program includes paths for food animal/dairy, shelter medicine, and equine ambulatory training.

- Worked with Dr. Lindsey Snyder to enhance the junior surgery prep labs and created a test to gauge basic anesthesia understanding
- Offered and organized a junior surgery neuter lab for third-year students and the Shelter Animal Medicine Club members
- Developed information for proper sharps handling protocols for inclusion in junior surgery course orientation materials
- Collaborated with Dr. Jason Bleedorn on how to improve the orthopedic laboratories

- A reproductive tract model and life-size horse and cow models for large animal medicine and theriogenology were purchased.

- A technique for in-house creation of three-layer silicone suturing pads was developed.

- Conversations with Nasco, a Wisconsin-based company that produces anatomical replicas and medical procedure simulators, about collaboration on surgical models have been ongoing.

- A new student evaluation system was launched in late fall 2014, and a new course rotation evaluation system (where students evaluate faculty and rotation experience) was launched in May 2015. All fourth-year student evaluations are entirely facilitated online in the SVM evaluation system. Data are shared three times annually with the academic departments for evaluation and distribution.

- The SVM’s Office of Academic Affairs (OAA) is working with IT to pilot an evaluation for courses in years one through three of the DVM curriculum. Depending on the results, it may be implemented for the entire DVM curriculum.
Strategic Priority 4
Recruit a diverse and high-caliber population of students and support their success

- OAA has continued to explore and expand on new opportunities in addition to the traditional campus visits to various UW System campuses. This includes participation in a virtual career fair within the UW System. Lynn Maki, associate dean for student academic affairs, attended the UC Davis Prehealth Professions Conference in October 2015, where she served on a panel of admissions experts for students and their families with questions about veterinary medicine and the application process.

- OAA continued to partner with Pre-Vet clubs, undergraduate academic advisors, and practitioners to provide information and support related to admissions.

- OAA continued outreach to middle and high schools in the greater Madison and Milwaukee areas, including interactions with students, parents, and counselors.

- OAA worked with SVM Advancement staff to create a new, updated admissions page and new brochures for use at fairs, events, and during advising meetings with students and guests.

- To support the mental health of SVM students, weekly “mindfulness” sessions were offered two times per day every Friday during the spring 2015, fall 2015, and spring 2016 semesters. These have been well received by students, faculty, and staff.

- The school hosted two more Mental Health First Aid training sessions during summer 2015 for faculty and staff. There are now 40 individuals in the SVM who have been trained in the Mental Health First Aid curriculum.

- The SVM continues to be engaged in the national veterinary medical educators conversation about mental health and wellness. Ruthanne Chun serves on the VetWAG committee, a national committee through AAVMC exploring mental health and wellness in veterinary medicine. Ruthanne, Lynn Maki, and Shelly Waller, a counselor with the SVM’s Personal and Wellness Support Services office (PAWSS), attended the third annual AAVMC Health and Wellness Summit in Tennessee in November 2015, where they continued to learn content and exchange best practices with colleagues at other schools and colleges of veterinary medicine.

- In an effort to raise awareness about the issue of mental health among veterinary medical students, as well as the resources that are available to them, Shelly Waller and Lynn Maki have met with faculty in each of the academic departments in 2016.

- Construction on the new student learning space, a remodelling project involving a major portion of the second floor of the Veterinary Medicine Building, is set to begin in spring 2016, with anticipated use in early winter 2017. The project will repurpose underutilized storage rooms and renovate limited study areas, which will clear the way for a student-focused hub featuring an expanded clinical skills laboratory, dedicated study areas, testing and meditation rooms, added counseling space, and active learning areas.

Strategic Priority 5
Support UW Veterinary Care in achieving its strategic priorities and enhance its integration with the school

- The feasibility study for a new veterinary medicine building addition across Linden Drive was finalized in the summer of 2015 with a final project budget of $114 million and a targeted construction timeline of 2019-21.

- The patient caseload increased in both of the Large Animal Hospital’s major services (large animal internal medicine and large animal surgery).

- There have been several meetings and discussions about the future of imaging in our hospital; decisions regarding MRI and large animal CT being deferred until potential new construction or retrofitting of current space occur as part of the planned capital campaign.

- A new gamma camera and gantry were installed on the nuclear scintigraphy system in November 2015.

- An increasing level of feedback was submitted from clients in the Large Animal Hospital regarding their experiences via an online survey system. Scores were generally at or above those reported from “benchmark” hospitals (including some peer institutions) that also use this system.

- Equine ambulatory has now become a reality with the first two senior students successfully completing their two-week rotation with a local equine clinic in 2015. It is anticipated that between three and eight students each year will elect this option.

- In the past year, additional clinical track faculty or clinical instructors have been approved for Emergency and Critical Care, Diagnostic Imaging, Radiation Oncology, Anesthesia, and Cardiology.

- Ed Rodriguez, associate dean for business and finance, worked with hospital administration to prepare the UW Veterinary Care (UWVC) financial analysis based on FY15 data and met with each section to review the detailed data.

- The overall financial position of the UWVC has improved tremendously and is currently in a positive cash position.
Strategic Priority 6
Foster a community that stimulates professional enthusiasm, collegiality, and continuous engagement within the school and throughout the University of Wisconsin System

- The school created and implemented a new employee welcome and orientation process. This was designed both for faculty and all new employees within the SVM. The Dean meets with all new employees twice annually.

- The SVM created the Equity, Inclusivity, and Diversity (EID) Committee in April 2015. The EID charges included:
  » Increase the understanding of SVM culture
  » Create opportunities for discussion about diversity issues
  » Provide venues to honor and celebrate differences
  » Move the SVM from “tolerance” to “acceptance” to create a culture that recognizes diversity for the multitude of strengths it brings and hence demands inclusivity

- The school presented a six-part series on respect, civility, and well-being in the workplace delivered by Charles LaTorre for all members of the SVM community.

- The PAWSS office began offering two mindfulness meditation sessions per week for all staff, faculty, and students.

- The SVM continues to support the UW-Madison Center for Inter-Professional Practice and Education under the direction of Jeanette Roberts. New areas of emphasis will include enhancing IP curriculum, research, communication, and events in support of these initiatives.

Strategic Priority 7
Train the next generation of academic veterinarians to advance veterinary medicine through their outstanding clinical skills, teaching abilities and research capabilities

- The school again held Fall Research Day on October 2, 2015. The event highlighted younger faculty who recently joined the SVM and provided students with a broad perspective of the types of research performed in the school. Speakers included Drs. Leticia Reyes, Rob Lipinski, Leandro Teixeira, and Michael Wood. Thirteen trainees also presented posters describing their research.

- Twenty-five DVM students applied and 18 were selected to participate in the 2015 Summer Scholars Program supported by funding from the Office of Academic Affairs, the SVM, NIH, Merial, Morris Animal Foundation, and individual faculty members. Among the Summer Scholars were one student from the University of Pennsylvania and one student from Utrecht University in the Netherlands.

- Four DVM students applied and are now participating in the 12-month mentored research program supported by funds from the SVM (three students) or individual faculty (one student). All four are enrolled in graduate degree programs pursuing the MS or PhD degree.

- Graduate students, residents, and faculty are regularly informed of and encouraged to attend teaching workshops and/or the UW Teaching Academy.

- Simon Lygo-Baker, a professor in the Department of Higher Education at the University of Surrey, was hired as a faculty associate. From July to September 2015, he helped the SVM focus on improving the clinical teaching done by interns and residents.

- Simon Lygo-Baker produced eight videos with editorial input from Lynn Maki, Instructional Designer Tyler Gregory, and Dr. Karen Young. Each video is intentionally short so that they may be viewed by clinical teachers during their clinical work, and the will soon be available online.

- A series of seminars and discussions were delivered by Simon Lygo-Baker, and the SVM community was invited to attend.

- Simon Lygo-Baker observed several UWVC certified veterinary technicians (CVTs) in their roles as teachers and is preparing a manuscript on technicians as teachers, inviting the CVTs he observed to co-author the article.

- Construction on the new student learning space, a remodeling project involving a major portion of the second floor of the Veterinary Medicine Building, is set to begin in spring 2016, with anticipated use in early winter 2017. The project will repurpose underutilized storage rooms and renovate limited study areas, which will clear the way for a student-focused hub.

New Student Learning Space Features

Construction on the second floor remodeling project is set to begin in spring 2016. Highlights include:

- Expanded Clinical Skills Laboratory
- Dedicated Study Areas
- Testing and Meditation Rooms
- Added Counseling Space
- Active Learning Areas