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**School of
Veterinary Medicine**
UNIVERSITY OF WISCONSIN-MADISON

Message from the Dean | October 2019

Diversity, Equity, Inclusion and Climate: A Central Core of the School of Veterinary Medicine

Given that we have begun the fall semester but are still early in the academic year, I thought it would be valuable to once again stress the diversity, equity, inclusion and climate work underway at the School of Veterinary Medicine. I think it will surprise some to learn of the broad array of ongoing initiatives focused on these issues, as well as ways we plan to continue to advance these important priorities for the school. I don't have the space to highlight all of the efforts the SVM and our faculty, staff and students undertake, but I want to highlight some of these efforts to give each of us a better understanding of where we are and where we are heading.



In support of ensuring academic success for a diverse student body we are:

- Attending college fairs, such as the UC Davis Pre-Health Conference and UW-Madison Multicultural Career Fair
- Conducting outreach to campuses to help faculty and prospective students learn more about veterinary medicine and how to be successful in the admissions and application process
- Engaging with high school counselors in rural Wisconsin counties, which often include first-generation and low-income students
- Participating in sessions and workshops at events such as the Indigenous Health and Wellness Summit and Native American Youth Group
- Conducting student leadership training through the Veterinary Leadership Experience
- Taking part in "[This is How We Role](#)," a national veterinary medical college effort aimed at inspiring future veterinarians
- Hosting the Iverson Bell Midwest Regional Diversity Summit at UW-Madison in May 2020 for veterinary medical faculty, staff and students from Big Ten institutions
- Offering diversity dialogues to all first-year students this semester, in partnership with the UW-Madison Department of Counseling Psychology. A diversity dialogue

is formatted so that a small group can come together to discuss their personal experiences with diversity. The goal is to enhance students' understanding of diversity and provide an opportunity for students to both share with, and learn from, their peers' experiences.

We also remain dedicated to enhancing the inclusive excellence and climate at the school. As I [shared in last month's message](#) , since 2014 we have conducted an SVM climate survey every other year. An analysis of survey data from the past four years shows a holistic improvement in many climate areas.

Specific examples of SVM efforts to recruit, select and retain a diverse workforce include:

- Requiring WISELI implicit bias training for search and screen committee members for all faculty searches
- Hosting regular SVM wellness committee workshops and initiatives focused on developing a more inclusive environment that promotes employee wellness
- Aligning all departments with best practices and expectations for outstanding mentoring through well-established mentoring committees and a school-wide mentoring coordinator
- Utilizing campus programs to enhance the diversity and support the success of our faculty; in the last two years we were able to recruit two women of color through the TOP (target of opportunity) initiative and strategic hiring initiative funds

These are just a few of the ways we continue to enhance the diversity, equity, inclusion and climate at the School of Veterinary Medicine. As highlighted in [our strategic plan](#) , the school's foundational priorities are focused on incorporating many of these efforts to enhance this important component of the current and future SVM. I look forward to continued partnership with each of you as we work together to make this an excellent place for all of us to work and learn.

UW Veterinary Care Updates from the Director



Volunteers from UW Veterinary Care once again had a great time providing canine first aid at the annual Capital K9s Dog Paddle fundraiser at the Goodman Pool in September -- a fun event supporting the Madison Police Department K9 Unit.

Welcome to new employees **Dawn Bernards**, joining reception as a cashier/greeter; pharmacy technician **Dee Dee Bruns**; **Crystal Cafferty**, part-time technician in the large animal hospital; pharmacy technician **Ali Hassani Katehsar**; **Rebecca Marecek**, certified veterinary technician in the CCU/ER; and **Kelly Schroeder**, a veterinary assistant in the large animal hospital. And welcome back to returning employee **Hali Huff**, a technician in the small animal surgery ward. Also, congratulations to several staff members starting new roles: **Maggie Liceaga**, now orthopedics coordinator; **Jordan Sapiro**, moving from reception to the CCU/ER as a veterinary assistant; and **McKenzy Suhr**, transitioning to medical records from her former role in reception.

Congratulations to **Samantha Loeber**, who successfully completed her American College of Veterinary Radiology (ACVR) certifying exam to earn diplomate status, and **JR Lund**, who successfully completed her ACVR preliminary exam.

From our receptionists to veterinary medical students to faculty and staff, each of you has an impact on patients and clients, as witnessed by this recent feedback :

" All the staff we met were wonderful! We really appreciate the excellent customer service and the excellent care our bulldog, Joe, received during our stay. I really appreciate how the post-surgery instructions and medications are given in written form and the doctor and student goes over them with you. I appreciate the phone calls -- one in the morning and one in the evening, one before surgery and one

after surgery -- so we know how well our dog is doing every day he is at the hospital. This is very comforting ."

- Nancy, Beloit, Wisconsin

Ruthanne Chun DVM'91
Director, [UW Veterinary Care](#)
Associate Dean for Clinical Affairs

School News

In September, Colonel Mike Williams, Wisconsin state chair for Employer Support of Guard and Reserve (ESGR), presented Associate Dean **Lynn Maki** and the School of Veterinary Medicine [with the Seven Seals Award and Patriot Award](#) for outstanding support of DVM student **Paris Bassett** throughout her military duties. A member of the Class of 2021, Bassett is part of the Wisconsin Army National Guard and has been deployed to service in Afghanistan.



The design team for the school's building expansion continues to regularly meet with user groups throughout the SVM to better understand space and equipment needs that will inform the building design. For a broader update on addition and expansion planning, see a Sept. 18 email to the school from Kristi Thorson.

Best wishes to Dean Emeritus **Bernard Easterday MS'58, PhD'61**, founding dean of the SVM, who on Sept 16 celebrated his 90th birthday .



Darlene Konkle DVM'93, MS'97 has been [appointed Wisconsin State Veterinarian](#). Konkle has been with the Wisconsin Department of Agriculture, Trade and Consumer Protection's Division of Animal Health since 2005, and has served as the acting State Veterinarian since June 2018.

Student News

All current veterinary medical students are invited to a Career Exploration Day on Oct. 4 featuring a career exploration panel (1:30-3 p.m.), career fair (3-4:30 p.m.) and social time and networking (4:30-5:30 p.m.). Students will have the chance to meet employers from a variety of areas in veterinary medicine. Please [RSVP](#) in advance.

A number of students [received scholarships](#) at the 2019 American Association of Bovine Practitioners (AABP) Annual Conference in September. **Austin Wenck DVMx'21** earned an Amstutz Scholarship and AABP Foundation Bovine Veterinary Student Recognition Award sponsored by Merck Animal Health. **Elizabeth Endres**, **Adam Strebe** and **Emil Walleser**, all from the Class of 2020, were awarded AABP Foundation-Zoetis Scholarships.

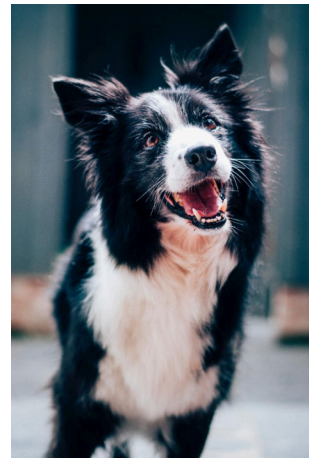
Hannah Ruetten, a dual-degree DVM/PhD trainee in the SVM, has been awarded a four-year National Institutes of Health Ruth L. Kirschstein National Research Service Award Individual Fellowship (F30) for students at institutions with NIH-funded institutional predoctoral dual-degree training programs.

Annie Pankowski DVMx'23 , who captained the Badgers women's hockey team to the 2019 NCAA championship, was [named one of 30 finalists](#) for the NCAA Woman of the Year award .

Research News

Oct. 18 is the deadline for submission of fiscal year 2020 [Companion Animal Fund research](#) grant proposals.

The school's Fall Research Day will be held Oct. 11 from 3:30-6 p.m., featuring presentations by new faculty members **Johanna Eifenbein** and **Susannah Sample** and DVM/PhD student **Allie Ludwig**, followed by poster presentations from trainees in various SVM research programs and a social event with refreshments. Those interested in presenting a poster should contact [Jenny Dahlberg](#).



The National Institutes of Health has awarded a \$341,000 supplement for the Wisconsin Multidisciplinary K12 [Urologic Research Career Development Program](#). Funds will be used to appoint additional scholars; the program is actively seeking applications from junior-career investigators with an interest in establishing an independent career in basic urology research. Contact [Dale Bjorling](#) for more information.

Masatoshi Suzuki, associate professor in the Department of Comparative Biosciences, was part of a team to pack a gene-editing payload into a [tiny, customizable, synthetic nanocapsule](#), offering an alternative to viral delivery of gene therapy. The researchers described the delivery system and its cargo in the journal *Nature Nanotechnology* in September.

Barry Hartup DVM'93, clinical instructor in the SVM and director of conservation medicine at the International Crane Foundation, [recently traveled to Wood Buffalo National Park](#) in the Northwest Territories of Canada to assist with banding a record number of endangered whooping cranes, aiding research and monitoring efforts. Hartup also received an award from the Conservation Grants Fund of the Association of Zoos and Aquariums for study of contaminants in the whooping crane population.



Upcoming Events

Clinician Scientist Training Workshop

Oct. 19-20
Fluno Center
[More](#)

Dean's Get Together

Oct. 25
4:30-6:30 p.m.
Veterinary Medicine Building, second floor lobby
[More](#)

Dean's Breakfast Get Together

Nov. 15
7:30-9 a.m.
Veterinary Medicine Building Lobby/Atrium
[More](#)

For more SVM-related events, visit the school's [online calendar](#).

SVM in the News

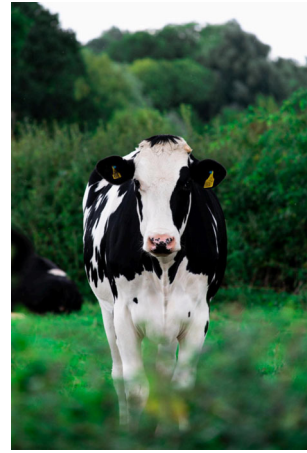
[Grant to Fund One-Health Fellowships, Research](#)
American Veterinary Medical Association

Trust, Bribes and Darts From a Long-Barreled Pistol: That's What It Takes to Vaccinate All the Milwaukee County Zoo Animals
Milwaukee Journal Sentinel

Women Leading the Way in Veterinary Medicine and Dairy Farming
Country Folks

More Milk Isn't Better
Hoard's Dairyman

For more media coverage of the SVM, visit the school's [In the News](#) page.



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