

## REPORT

### AVMA's Current Role in Global Veterinary Activities

*Prepared by the AVMA Office of the Executive Vice President*

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#### **Background**

In July 2011, the AVMA House of Delegates (HOD) approved Resolution 9-2011 ([Appendix 1](#)), which resulted in the Executive Board (EB) directing the Office of the Executive Vice President (O EVP) to prepare a comprehensive report summarizing AVMA's current role in global veterinary activities, the rationale for such involvement, and an estimate of the general costs of such engagement in 2011, including staff resources. Resolution 9 also specified that the report was to also include changes anticipated in 2012 and be made available to the HOD and AVMA members by December 15, 2011.

This document represents the comprehensive report prepared by the O EVP as directed by Resolution 9. It was reviewed by the House Advisory Committee and approved by the Executive Board at its November 2011 meeting. The report is organized as follows:

- AVMA Policies and Documents Related to Global Veterinary Activities
- AVMA Entities Involved in Global Veterinary Activities
- AVMA Volunteer and Staff Positions with International Responsibilities
- International Travel: AVMA Officers, District Directors, and Staff
- AVMA International Efforts to Promote Its Strategic Plan
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#### **AVMA Policies and Documents Related to International Activities**

To introduce the rationale for the Association's current involvement with global veterinary activities, a list of key AVMA policies follows. Full texts of these documents and policies recently (November 2011) approved by the Executive Board as recommended by the Committee on International Veterinary Affairs are provided in [Appendix 2](#). Additional policies, liaison descriptions, and other documents will be detailed in subsequent sections of this report.

- International Veterinary Service—AVMA Organizational Objective
- Leadership Role for AVMA
- Use of North American Veterinarians in Developing Countries
- Utilization of US Veterinarians in International Programs

The rationale that supported initial adoption of international veterinary service as an AVMA objective in 1998 formed the basis of much of the Association's role in global veterinary activities over the past decade and remains relevant today. In the background to that recommendation from the now defunct AVMA Council on Government Affairs, it was noted that both "regional and national US economies will become more dependent on and influenced by international political and economic events and will be increasingly influenced by international regulation. Therefore, it is important that the interests of the US veterinary community be represented in the processes that influence international regulation; the AVMA be involved in international veterinary organizations to help formulate policy within those organizations that is science-based, humane, and considerate of human needs; and the AVMA explore the role it could play in fostering international goodwill and cooperation through humanitarian aid in animal health programs, assistance of developing national veterinary organizations, and with disaster relief."

Coordination of AVMA international efforts became centralized in April 2007 when the EB approved a recommendation from the Council on Education (COE) and the Globalization Monitoring Agent to establish a standing Committee on International Veterinary Affairs (CIVA) to advise the AVMA leadership on evolving international veterinary issues. The current CIVA entity description is provided in [Appendix 3](#). The CIVA reports its activities to the EB through the Director of International Affairs' report and recommendations for action and to the HOD through meeting minutes posted on the AVMA Governance Portal, which are discussed by HOD Reference Committee 3.

In 2009, the CIVA developed a White Paper titled *International Opportunities to Promote the AVMA Strategic Plan*; this was accepted by the EB in April 2009 ([Appendix 4](#)). The White Paper provides rationale for AVMA's ongoing international activities and insight into potential consequences of discontinuing or decreasing such activities. The White Paper remains a relevant document that guides the CIVA's considerations of recommendations for AVMA action that it forwards to the EB. With adoption of the AVMA's new Strategic Plan for 2012-2015, the CIVA will review the White Paper over its next several meetings and recommend needed revisions to the EB.

The CIVA continues to review AVMA policies and liaison and meeting descriptions related to international activities to ensure currency and relevancy. The CIVA also recommends new policies when appropriate. For example, the following recommendations were forwarded to the EB by the CIVA for consideration at the Board's November 2011 meeting; the EB subsequently approved all recommendations:

1. Recommend approval of a new administrative policy titled *Criteria for Consideration of AVMA Membership in International Organizations* ([Appendix 2](#))
2. Recommend approval of revisions to the *Policy on the Organization International des Epizooties (OIE)*; ([Appendix 2](#))
3. Recommend approval of revisions to the liaison description: Office International Des Epizooties; US Delegation ([Appendix 10](#))
4. Recommend approval of revisions to the Director of International Veterinary Affairs description ([Appendix 5](#))

5. Recommend approval of a new North American Veterinary Leadership Meeting description to replace the existing policy titled *North American Veterinary Leadership Meeting* ([Appendix 2](#))
6. Recommend approval of a new World Small Animal Veterinary Association liaison position description ([Appendix 10](#))

Of particular relevance when considering the current and future status of AVMA's global veterinary activities, the *AVMA 20/20 Vision Commission Report* notes:

*"We in veterinary medicine now face a group of strategic inflection points that are certain to change our thinking and actions. The points include: emerging infectious and zoonotic diseases; antimicrobial resistance; food safety and security; global food systems; loss of biodiversity and animal species; animal welfare; information technology; greater consumer information and activism; globalization; specialization of veterinary practice; and the delivery and changing models of veterinary medical education. There has never been another time in history when the profession has faced so many significant inflection points that potentially will alter our thinking and actions."*

Further, the *Report* proposes a vision for the Association in 2020 that includes:

- Operating in a global context, recognizing the critical contribution that US veterinarians play internationally including global health, trade, food safety and security and education
- Building dynamic partnerships with key groups and sectors, both internally and externally, to ensure effective collaboration on issues of shared importance
- Unifying the diverse interests and specialties in the profession toward a common purpose and sense of community

The *Report* further suggests that to remain a vibrant, relevant, and impactful Association, by 2020 the "AVMA will be global in its perspective and action, and engaged in new strategic international activities...a leader in providing expertise and promoting collaboration at a global level for improving animal and public health... [with] expanded and more influential brand identity; more global partnerships, and strategic relationships; and, an international leadership role in establishing policies and standards; and an enlarged portfolio of new global services and products."

The strategic approach recommended in the *Report* to achieve this vision includes the AVMA developing a global plan that will result in:

- Expanded and strengthened relationships with international animal and public health agencies, other countries, and other global organizations and corporations.
- Enlarge its scope of influence from which to advance the profession, create and drive market opportunities, and collaborate to help set international policies, standards, and regulations.
- Develop a brand that will be globally recognized and ensure organizational capacity to match growing opportunities, services, and products and create new sources of income.

In summary, the *AVMA 20/20 Vision Commission Report* suggests that the AVMA is in position and has the capacity to help create and drive global opportunities for itself and its membership.

### **AVMA Entities Involved in Global Veterinary Activities**

The CIVA is the only AVMA entity that focuses 100% of its efforts on global veterinary activities. As such, only the CIVA's meeting expenses are accounted for in the income and expenses section of this report.

Other AVMA entities (e.g., Council on Education [COE], Animal Welfare Committee [AWC], Aquatic Veterinary Medicine Committee [AVMC], Council on Public Health and Regulatory Veterinary Medicine [CPHRVM], Animal Agriculture Liaison Committee [AALC], Committee on Disaster and Emergency Issues [CDEI], and American Board of Veterinary Specialties [ABVS]) spend a percentage of time addressing international issues; entity descriptions are available online at [www.avma.org/membership/volunteering-avma/councils-committees-task-forces-and-trusts](http://www.avma.org/membership/volunteering-avma/councils-committees-task-forces-and-trusts). However, time spent on international issues by these entities is difficult to separate from time spent on domestic issues because global trade, travel, policy, and economy all impact the role of the US veterinary profession in education, public health, animal agriculture, veterinary practice, disaster response, and animal welfare. Thus, it would be difficult for these entities to effectively fulfill their charges without some awareness of global veterinary activities.

In 2011, the COE spent approximately 10% of its time during meetings and electronic communications on international (excluding Canada) accreditation issues; a similar effort is anticipated in 2012. If the COE discontinued international accreditation, this time would be spent to expand non-international discussions during COE meetings. As such, meeting duration (and hence expenses) would not be impacted.

### **AVMA Volunteer and Staff Positions with International Veterinary Responsibilities**

*AVMA Director of International Affairs*—In July 2001, the AVMA EB approved a recommendation from the Task Force on Global Accreditation to fund (\$10,000/annually) an individual to conduct surveillance of national and international education, accreditation, and licensing activities and initiatives.

Over the years, this Global Monitoring Agent position has developed into a more proactive rather than a simple surveillance role, with oversight of the position description assigned to the CIVA on its establishment in 2007. The current position description, now titled Director of International Affairs (DIA) as approved by the EB in November 2011, is included in [Appendix 5](#).

Dr. James Nave, AVMA Past President, served as the Global Monitoring Agent for the first six-year term (2001-2007) and was reappointed by the EB to a second six-year term. Dr. Nave is not eligible for reappointment as DIA when his term ends in 2013.

The DIA chairs the CIVA and provides a report back to the EB after each meeting. The EB reviews said reports typically at its November and April meetings.

*AVMA Staff Coordinator for International Affairs*—With EB acceptance of the CIVA White Paper in April 2009, a Staff Coordinator for International Affairs position was established. The responsibilities for Staff Coordinator for International Affairs were incorporated into an existing staff position when Dr. Beth Sabin, Assistant Director in the E&R Division assumed the

additional staff coordinator duties under the direction of the OEVP during the third quarter of 2009.

The Staff Coordinator reports directly to the EVP, serves as staff consultant to the CIVA, and works closely with OEVP staff and the DIA to plan and coordinate approved international activities for the Association. The Coordinator also collaborates with AVMA officers and other volunteer leaders, as well as AVMA staff, to ensure EB-approved global veterinary initiatives are fulfilled. In addition to the Staff Coordinator responsibilities, the current staff member holding this position has continued serving as primary staff consult to the Council on Research (COR) and Educational Commission for Foreign Veterinary Graduates (ECFVG), and as secondary staff consultant to the COE and American Board of Veterinary Specialties (ABVS). In 2011, 35% of the current Staff Coordinator's time was spent on international activities (includes CIVA); this is reflected in the salary and benefits expenses within the E&R Division as reported in [Appendix 6](#). In 2012, this will be increased to 50%, because a new Assistant Director position was created within the E&R Division to assume, among other things, primary staff responsibility for COR and secondary responsibility for ECFVG. It is anticipated that this new position will be filled in the 4<sup>th</sup> quarter of 2011. Additional time spent on international activities will allow the current Staff Coordinator for International Affairs to better assess, recommend, and carry out approved international tactics to meet the goals for the AVMA as outlined in its 2012-2015 Strategic Plan.

#### **International Travel: AVMA Officers, District Directors, and Staff**

International travel is coordinated through the Board of Governors (BOG) and EVP at the beginning of each Association year and as needed at other times.

The AVMA Travel Policy as approved by the EB most recently in 2010 (see [Appendix 7](#) for relevant excerpts) allows the President to attend up to five foreign veterinary meetings outside the US, Canada, Mexico, and Puerto Rico, as well as the International Veterinary Officers Council (IVOC) when it is hosted by an association other than the AVMA or Canadian Veterinary Medical Association (CVMA). The President-Elect is authorized one international AVMA business trip during his/her term. The Vice President is authorized to travel at his or her discretion, within budget limits, to speak to Student AVMA organizations or scheduled classes on organized veterinary medicine or professional relations. In addition to presently authorized visits to student chapters of the AVMA, the Vice President is authorized to visit AVMA-listed veterinary schools and colleges that meet the following requirements.

1. Students attending the school or college have representation in the Student AVMA House of delegates,
2. The student body includes at least 100 members, and
3. More than 80% of the student body are United States citizens.

The Vice President is provided blanket foreign travel authority to fulfill that obligation. Given the above authorizations, the Vice President visits two veterinary schools outside the USA (includes Canada) each year; travel expenses for these are included in this report under the heading of "Student Services."

International travel for officers beyond that authorized by existing policy requires EB or BOG approval.

The EVP and District Directors require EB or BOG approval to travel internationally (other than Canada and Mexico). Other AVMA staff members require supervisor and EVP approval for international travel (i.e., travel outside the USA, Puerto Rico, Canada, or Mexico).

Expenses for international travel are accounted for in the appropriate line item of the AVMA budget. If recommended international travel requires funding beyond that already in the approved annual budget, approval must be sought for necessary additional funds from the EB (or EVP for staff). If the EB (or EVP) disapproves additional funding, the international trip is not authorized and cannot occur.

A primary purpose of AVMA officer participation at international meetings is focused on building relationships and collaborating with like-minded individuals and organizations to develop and establish international policy, standards, and guidelines that are consistent with AVMA policies and beliefs. The presence of AVMA officers abroad ensures the US veterinary profession's voice is heard and respected at an international level. Examples from 2011 meetings are provided in the section of this report titled "[AVMA International Efforts to Promote Its Strategic Plan](#)." Officers also provide international organizations with information on US veterinary issues and AVMA initiatives. In the case of the Vice President's travel to international veterinary schools, he/she provides students with a welcome to the AVMA, which helps ensure future strong membership in the Association.

During 2011 and 2012, the AVMA President or President-Elect either participated in or will participate in the following international meetings:

- Vet2011 Opening Ceremony (France; January 2011)
  - Also met with Federation of Veterinarians of Europe (FVE) officials to continue collaborative discussions
- AAHA Annual Meeting (Canada, March 2011)
- 57th International Military Veterinary Medical Symposium (Poland, May 2011)
- Australian Veterinary Association (AVA) Convention (May 2011)
- FVE Spring General Assembly (Italy, June 2011)
  - Development of AVMA/FVE joint position statements initiated
- Canadian Veterinary Medical Association (VMA) Conference (July 2011)
- Mexico Veterinarian's Day (August 2011)
- British Veterinary Association (BVA) Congress (September 2011)
- World Veterinary Congress, World Veterinary Association (WVA) Presidents Assembly, Vet2011 Closing Ceremony, & International Veterinary Officers Council Meeting (IVOC; South Africa, October 2011)
  - AVMA instrumental in action taken at the Presidents Assembly to delay approval of proposed new WVA constitution and bylaws until 2013 for further needed consideration by member associations
- World Small Animal Veterinary Association (WSAVA) Congress and Assembly (October 2011)

- AVMA presented application for membership, which was unanimously approved by WSAVA Assembly
- FVE Fall General Assembly (Belgium, November 2011)
- WSAVA Assembly & Congress (England, April 2012)
- 58th International Military Vet Med Symposium (Europe, May 2012)
- FVE Spring General Assembly (Europe, June 2012)
- AVA Convention & IVOC (May/June 2012)
- Canadian VMA Conference & North American Veterinary Leadership Meeting (NAVLM; July 2012)
- Mexico Veterinarian's Day (August 2012)
- BVA Congress (Sept 2012)
- FVE Fall General Assembly (Belgium, November 2012)

International travel expenses for the President/President-Elect are estimated at \$46,846 for 2011, and budgeted at \$31,500 for 2012. Travel expenses for the President/President-Elect were unusually high in 2011 due to the triennial World Vet Congress, AVMA's application to WSAVA, Vet 2011 events, and the AAHA meeting in Canada. None of these events will involve international travel in 2012.

International travel for the Vice President is reported under "[Member and Student Services](#)" elsewhere in this report.

The EVP participates in international meetings for similar purposes as the elected officers. In addition, the EVP is currently serving at the invitation of two international organizations on specific entities. He is chairing the World Organization for Animal Health (OIE) *ad hoc* Group on Veterinary Education. He is also a member of the Executive Council for Vet2011, which is directing the international activities to recognize the 250<sup>th</sup> anniversary of the veterinary profession. Executive Board approval is required for such participation, and the EVP's travel expenses are often covered by the host international organization (EVP spouse travel on such trips is paid for by the AVMA in compliance with approved policy).

During 2011, the OEVP's international travel expenses are estimated at \$25,400; in 2012, the OEVP's international travel is budgeted at \$11,900.00. The EVP's international travel expenses were higher in 2011, as compared with those budgeted for in 2012, due to travel to the World Veterinary Congress, the AAHA meeting in Canada, spouse travel associated with the OIE *ad hoc* Group on Veterinary Education, and Vet 2011 activities.

Per AVMA policy, travel to Canada, Mexico, and Puerto Rico is not considered international travel. Hence, District Directors do not typically travel internationally. However, because both countries are outside and separate from the USA, travel expenses of District Directors to Canada and Mexico in 2011 and 2012 has been included in this report. In 2011, the American Animal Hospital Association (AAHA) Convention was held in Canada. The EB liaison to the AAHA attended, as did the AVMA President, President-Elect, and EVP; a meeting of AVMA and AAHA leadership was held during the AAHA Convention to discuss issues of mutual interest.

Staff members (typically those at the Assistant Director and Director levels) travel internationally for several reasons, including to:

- Speak on areas of AVMA expertise when invited or on acceptance of a submitted abstract;
- Gain additional expertise in a given area in order to more effectively fulfill AVMA responsibilities.
- Facilitate and/or participate in meetings with leaders of international organizations to discuss issues of mutual interest and ensure the AVMA's view is included in the development of any international standards, policies, or strategies with the potential to impact the US veterinary profession.
- Coordinate program sections or symposia because of specific AVMA expertise.
- Staff COE accreditation site visits at Canadian and other international schools; in accordance with COE Policies and Procedures and for site visits to schools outside the USA and Canada, site-visit expenses (e.g., travel, lodging, meals) for volunteer and staff members of the site-visit team are paid by the school.
- Provide information on the US and global veterinary professions and AVMA programs to veterinary students.

During 2011, AVMA staff's international travel expenses are estimated at \$35,475. In 2012, AVMA staff's international travel is budgeted at \$37,410 across the Education and Research, Scientific Activities, and Animal Welfare Divisions.

Officers and District Directors often provide brief oral or written trip reports to the EB. The EVP provides similar reports, whereas other staff members typically provide oral or written reports to their supervisors and/or EVP, as well as any relevant entities. The CIVA is kept apprised of AVMA participation at international meetings through written or direct verbal reports and will recommend appropriate action to the EB when necessary.

### **2011-2012 International Efforts to Promote the AVMA Strategic Plan**

*Animal Welfare*—The Association's international animal welfare activities in 2011 and 2012 are focused in three areas: policy development and implementation, education and science-based resource development, and expanding veterinary influence (and, specifically, AVMA recognition and influence) globally. As will be noted from the summary of activities impacting each area that follows, it is often times difficult to completely separate staff and volunteer time and AVMA cost of national and international animal welfare activities. Standards, rules, and policy in other countries impact the US in many different ways—through trade agreements, through societal influences, and through US policy development. As such, there is concern that should the AVMA discontinue or lessen its international efforts in the animal-welfare arena, the effectiveness of the AVMA to influence national animal welfare policy will be lessened as well, which could negatively impact the US veterinary profession.

- Policy development and implementation: Activities include development of policy in collaboration with other international veterinary organizations; providing AVMA input to policy proposals from international nongovernmental and governmental organizations, and assisting in the implementation of existing AVMA animal welfare policy by international nongovernmental and governmental agencies, corporations, and individual facilities where animals are used for human purposes. Specifically, the AVMA has:

- Worked with the Federation of Veterinarians of Europe (FVE) to create mutually agreed-upon policy on the Roles of Veterinarians in Animal Welfare (see [Appendix 8](#)). This document can be used by both organizations to inform and educate multiple audiences about the multiple ways veterinarians impact the welfare of animals.
- Collaborated with the Canadian Veterinary Medical Association in the development of North American-specific policy and strategies aimed at certain animal welfare topics (e.g., nonambulatory animals, cosmetic surgery). Both organizations are consistently looking for opportunities to develop mutually agreed-upon policy on other animal welfare topics.
- Assisted the US Delegate to the OIE (USDA/APHIS) in responding to new and proposed changes in animal welfare-related chapters in the OIE Terrestrial and Aquatic Animal Health Codes. While animal welfare is not currently included in the World Trade Organization (WTO) Agreement on the Application of Sanitary and Phytosanitary Measures, the OIE is seeking implementation of its recommendations by its member countries (including the USA) and eventual incorporation in this or related international trade agreements is anticipated. In addition, welfare concerns/requirements have already emerged as a consideration in bilateral trade.
- Provided informal feedback to colleagues in Australian, Canadian, New Zealand and European Commission governmental units charged with addressing animal welfare as each has continued developing codes and regulations addressing animal welfare across a range of species.
- Communicated with governmental and nongovernmental agencies in various parts of the world as each attempts to resolve specific welfare-related problems (e.g., dog population management directed toward control of rabies in China; approaches to companion animal euthanasia in the Philippines).
- Worked with individual facilities attempting to implement AVMA welfare policy (e.g., provision of information to a facility in Italy that sought assistance with pain mitigation during dehorning after viewing a related AVMA animal welfare video).
- Education and science-based resource development: Includes several activities that although not specifically geared to an international audience, may be of considerable use by veterinarians around the world.
  - The AVMA's Model Animal Welfare Curriculum Planning Group comprises 11 international subject experts, as well as representatives from the USDA, Associations of American Veterinary Medical Colleges, and Canadian VMA working to create a model veterinary curriculum for animal welfare primarily to augment instruction in animal welfare science and ethics at American colleges/schools of veterinary medicine. Although developed as a resource for colleges/schools of veterinary medicine in the United States, the involvement of international experts has been critical because, despite gaps in American veterinary medical education, animal welfare-related education has been delivered successfully internationally for more than a decade.
  - The Animal Welfare Division, working under a cooperative grant provided by the USDA to the AVMA and Michigan State University, with content review assistance from the AVMA's Animal Welfare Committee and Model Animal Welfare Curriculum Planning Group members, is in process of developing five animal welfare modules for use within the USDA National Veterinary Accreditation Program.

- Although this is an American product, it has strong potential for international adoption as other governmental agencies are actively seeking ways to engage and educate veterinarians as to their roles in animal welfare assessment and improvements.
- Working cooperatively with the USDA, Iowa State University, Michigan State University, Purdue University, and the University of California, Davis, the AVMA is exploring the development of an OIE North American Collaborating Center for Animal Welfare. In developing this concept, the AVMA is also exploring the involvement of institutions in Canada and Mexico.
  - Staff and volunteers review international research addressing animal welfare-related problems for potential incorporation in related AVMA backgrounders/briefing documents (e.g., review of research and practical experience resulting from implementation of enriched housing systems for poultry in Europe in anticipation of the implementation of similar housing systems in the USA; consideration of horse racing medication rules and effects abroad relative to recent proposals to limit race-day medications in the USA).
  - Although the AVMA Guidelines on Euthanasia have been developed to serve as a primary resource for the US veterinary profession, the Guidelines are also widely considered to be the most comprehensive and authoritative document on euthanasia methods available internationally. The AVMA has also received multiple requests to translate the AVMA Guidelines on Euthanasia into languages other than English. In producing its latest update (scheduled for publication in *JAVMA* in late 2011), the AVMA Panel on Euthanasia and its Working Groups conducted an exhaustive review of the literature and also considered recommendations emanating from various scientific societies and governmental and nongovernmental agencies, both domestic and international. While there is considerable consistency in euthanasia recommendations, there are also areas of difference that benefit from comprehensive discovery and discussion. Global harmonization of expectations and approach is increasingly important as international bodies, such as the OIE, continue their process of standard setting and begin to explore mechanisms for assuring implementation of those standards. Thus, in 2012, the AVMA will host 2012 Animal Welfare Symposium on International Harmonization of Euthanasia Methods. Proceedings from the Symposium will likely serve as an important reference for international standard setting and updating.
  - Developed by a Working Group of the Panel on Euthanasia, the AVMA Guidelines on Depopulation are expected to have international applicability for killing of animals in cases of disease control (animal and public health) and natural or man-made disasters.
  - The AVMA Panel on Humane Slaughter is developing the third of the series of AVMA reports on humane killing of animals. International interest and applicability is expected, particularly given current public discussions regarding religious/ritual slaughter.
- Expanding veterinary influence (and, specifically, AVMA recognition and influence) globally:
    - Attendance at international meetings.

- Service on expert working groups (e.g., through its membership in the World Veterinary Association, the AVMA nominated a member to participate in the Food and Agricultural Organization [FAO] expert meeting on impact of nutrition on animal welfare.
- Participation in electronic consultations (e.g., FAO consultation on dog population management) and welfare-related working and interest groups.
- Service as peer-reviewers for international scientific journals. Several staff members and volunteers serve on editorial boards or regularly do individual reviews for welfare-related international journals

*Veterinary Education*—In compliance with the *Accreditation Policies and Procedures of the AVMA Council on Education (COE P&P; [www.avma.org/education/center-for-veterinary-accreditation/accreditation-policies-and-procedures-avma-council-education-coe](http://www.avma.org/education/center-for-veterinary-accreditation/accreditation-policies-and-procedures-avma-council-education-coe))*, site-visit (on-site evaluation) expenses associated with accrediting veterinary medical schools/colleges outside the United States and Canada are borne by the international school seeking such accreditation and not by the AVMA. These expenses include airfare, lodging, and meal costs for all volunteer site-team members and AVMA staff.

In addition to payment of all site-visit related expenses, each international school evaluated by the COE is charged an administrative fee (in US dollars) prior to each on-site evaluation; current administrative fees (2011-2012) are indicated below:

- Consultative site visit: \$10,000
- Consultation with an accredited college: \$2,000
- Comprehensive site visit: \$15,000
- Focused site visit: \$2,750

Once accredited, each international veterinary medical school must also pay an annual administrative fee of \$1,000.

The administrative fee structure is designed to defray AVMA overhead costs associated with international accreditation activities, and is reviewed annually by the COE and subject to change based upon the rate of US inflation and/or other factors.

Veterinary schools within the United States and Canada are responsible for site-visit expenses (e.g., travel, lodging, meals) required for assessment of new veterinary schools seeking a status of reasonable assurance or with a provisional accreditation status. In addition, should an accredited school within the US or Canada request COE consultation on program development not directly related to an accreditation decision, the school pays for all such site-visit expenses.

Once accredited, the costs of site visits for US and Canadian veterinary schools are shared by those schools, the AVMA, and the Canadian Veterinary Medical Association (CVMA) through payment by each school of a once-every-seven-years administrative fee of \$10,000 (US). This seven year period coincides with the normal site visit and accreditation cycle. The AVMA then pays for site-visit expenses (e.g., travel, lodging, meals) for the COE, AVMA staff, and local veterinary medical association members of the site team; the CVMA pays the travel expenses for its member of the site team.

For both US and international site visits, volunteer team members are reimbursed for their expenses, but no honorariums are paid.

Given this background on accreditation income and expenses, COE site-team expenses reported in [Appendix 11](#) are those site-visit specific costs (e.g., travel, lodging, meals) paid by the AVMA for site visits planned or completed at Canadian schools only. Accreditation income, also reported in [Appendix 11](#), is based on accreditation fees collected or anticipated from all schools outside the United States.

In 2011, the AVMA Council on Education (COE) conducted four accreditation site visits to the following veterinary medical institutions located outside the United States:

- Universidad Nacional Autonoma de México Facultad de Medicina Veterinaria y Zootecnia (UNAM; January): The report of this focused site visit was reviewed by the COE at its spring 2011 meeting, and the COE granted UNAM accreditation. All site-visit expenses were borne by UNAM, and UNAM submitted its focused site-visit administrative fee of \$2,750, which is accounted for in the AVMA's 2011 income. Previously, UNAM submitted its comprehensive site-visit administrative fee of \$15,000 in October 2009. Beginning in 2012, UNAM will also be assessed the annual administrative fee.
- Ross University School of Veterinary Medicine (January): The report of this comprehensive site visit was reviewed by the COE at its spring 2011 meeting, and the COE granted Ross University School of Veterinary Medicine (SVM) accreditation. All site-visit expenses were borne by Ross University. Ross University submitted its comprehensive site-visit administrative fee of \$15,000 in late 2010. Beginning in 2012, Ross University will be assessed the annual administrative fee.
- St. George's University School of Veterinary Medicine (April): The report of this comprehensive site visit was reviewed by the COE at its spring 2011 meeting, and the COE granted St. George's University School of Veterinary Medicine (SVM) accreditation. All site-visit expenses were borne by St. George's University, and the University submitted its comprehensive site visit fee of \$15,000 in 2011. Beginning in 2012, St. George's University will be assessed the annual administrative fee.
- University of Prince Edward Island Atlantic Veterinary College (AVC; October): The 2011 site visit to the Atlantic Veterinary College is a regularly scheduled evaluation that occurs at all COE-accredited schools at least once every seven years. The last site visit to AVC was in 2004. Although located in Canada, the AVC, like the other four Canadian veterinary schools (all of which are accredited by the COE) are considered equivalent to the US schools in terms of accreditation procedures. As such, site-visit expenses (e.g., travel, lodging, meals for site-team members and staff as described previously) are borne by the AVMA and CVMA. Those paid by the AVMA are included, along with staff salary and benefits, in the accounting reported in subsequent sections of this document and in [Appendix 11](#). Each US or Canadian accredited school also submits a \$10,000 site-visit administrative fee every seven years. The AVC payment is accounted for in the AVMA's 2011 income.

In 2012, the COE will conduct site visits at the following international veterinary schools, all of which are currently accredited by the COE; the same fees as described above will be assessed depending on whether the international school is located in Canada or in another country:

- The University of Sydney Faculty of Veterinary Science (Australia)
- University of London, The Royal Veterinary College (England)
- University of Calgary Faculty of Veterinary Medicine (Canada)
- Université de Montréal Faculté de médecine vétérinaire (Canada)

In 2011, the AVMA will receive income from the annual report fees submitted by the following accredited international schools, which are assessed this fee in compliance with the *COE P&P*:

- Murdoch University Division of Veterinary and Biomedical Sciences (Australia)
- The University of Melbourne Faculty of Veterinary Science (Australia)
- The University of Sydney Faculty of Veterinary Science (Australia)
- University of London, The Royal Veterinary College (England)
- University College Dublin School of Agriculture, Food Science & Veterinary Medicine (Ireland)
- State University of Utrecht Faculty of Veterinary Medicine (The Netherlands)
- Massey University College of Sciences Institute of Veterinary, Animal, and Biomedical Sciences (New Zealand)
- University of Glasgow Faculty of Veterinary Medicine (Scotland)
- The University of Edinburgh Royal (Dick) School of Veterinary Studies (Scotland)

In 2012, the annual report fee will be collected from the above noted international schools, as well as from UNAM, Ross University SVM, and St. George’s University SVM.

In summary, the following table, which is excerpted from figures reported in [Appendix 11](#), illustrates 2011 and 2012 AVMA income and expenses related to accreditation of veterinary schools outside the United States:

	<b>2011</b>	<b>2012</b>
International Accreditation Expenses	\$11,275.00	\$12,900.00
• Canadian Site-Visit Expenses for COE & Staff Site-Team Members,		
International Accreditation Income	\$52,740.00	\$100,000.00
• Administrative Fees		
<b>International Accreditation Net Income</b>	<b>\$41,465</b>	<b>\$87,100</b>

In late March 2011, the International Accreditors Working Group met as directed by EB approval of a CIVA recommendation in November 2010. The purpose of this two-day/two-night meeting, which comprised representatives from the AVMA and its COE, Royal College of Veterinary Surgeons (RCVS), and Australasian Veterinary Boards Council (AVBC), and one non-voting observer each from the European Association for the Establishments for Veterinary Education (EAEVE) and the South African Veterinary Council (SAVC), was to review the joint accreditation site visit conducted in October 2009 at Murdoch University Division of Veterinary and Biomedical Sciences and discuss the following limited topics: distributive model of clinical

education, outcomes assessment, day one competencies, and veterinary public health. The draft report of the IAWG's March 2011 meetings is included as [Appendix 9](#); the COE subsequently approved all of the IAWG's recommendation.

In 2011, the AVMA's American Board of Veterinary Specialties (ABVS), working with the CIVA and COE, recommended establishment of an International Veterinary Specialty Working Group (IVWSG). The EB approved the recommendation in July 2011. The IVSWG is established to promote understanding of best practices in the recognition/accreditation of veterinary specialty organizations with the intent for continued dialogue among specialty recognition/accreditation entities to assure quality and enhance specialty veterinary medicine globally. The IVSWG recognizes that while policies and procedures may be similar among specialty recognition/accreditation entities, it is in the implementation of these policies where differences are most likely to be noted. As such, the IVSWG itself will not serve as a global recognition/accreditation entity nor will it accredit or recognize specialty recognition/accreditation entities. The IVSWG will:

- Strive for recognition as a group that promotes information sharing, trust, and an open dialogue among member entities and as a means to provide input to member entities regarding issues impacting specialty veterinary medicine globally.
- Promote global standards of excellence in veterinary specialty education, training, and certification to benefit the profession, veterinary patients, and society.
- Support development of specialty recognition/accreditation entities in areas where there are none, and encourage those entities to develop standards for recognition of veterinary specialty organizations that will ensure veterinary specialists receive high quality training and undergo a rigorous and effective credentialing process.
- Serve as a means for specialty recognition/accreditation entities to come together to discuss issues of mutual concern and interest.
- Discuss how progress could be made on issues that face veterinary specialty recognition/accreditation entities globally.
- Facilitate proposed collaborations among member entities and the individual RVSOs across national or regional boundaries.

Because attendance at one or more international meetings each year is financially impractical, much of the IVSWG work will be done electronically. Any expenses for the AVMA representative to attend in-person meetings of the IVSWG must first be approved by the EB. As such, there are no ongoing expenses for this new working group. The American Veterinary Dental College representative on the ABVS is the AVMA representative to IVSWG, and in 2011, the EB approved his travel to the World Small Animal Veterinary Conference in October to assist the Asian Veterinary Specialty Board planning group.

The ABVS also has oversight of a new AVMA liaison relationship with the European Board of Veterinary Specialization, established in 2010 by EB approval of an ABVS recommendation. The goals, objectives, and expectations of this liaison relationship are to:

- Strengthen the AVMA's international infrastructure and provide opportunities for the AVMA to become a more active and engaged leader in international affairs; and in particular, in standard setting efforts for veterinary specialization.

- Maintain ongoing communication between AVMA and the EBVS through attendance of an AVMA representative at the EBVS annual meeting.
- Identify mutual AVMA and EBVS interests and to articulate and promote these interests through cooperative efforts.

There is an annual expense for the EBVS liaison, which is budgeted within the Education and Research Division liaison travel line item. The current EB- appointed liaison attended the April 2011 EBVS meeting in Belgium and provided a report to the ABVS, which will be discussed at the next ABVS meeting in February 2012.

An AVMA officer (EVP) and staff member (Staff Coordinator for International Affairs) were each invited to speak about the COE accreditation process at the 2011 European Association of Establishments for Veterinary Education (EAEVE) General Assembly in Lyon, France and the Reformation of Veterinary Medical Education in Japan Conference in Osaka, Japan, respectively. Both talks were well received and provided an alternative view of quality assurance of veterinary medical education to that presented by invited speakers from the EAEVE. The cost of both trips was largely borne by the hosts. The EAEVE meeting immediately preceded the OIE Global Conference on Veterinary Education in Lyon, at which the EVP was also an invited speaker. The E&R Division Director participated in both Lyon educational meetings to provide additional AVMA input to discussions and to enhance his ability to fulfill his AVMA responsibilities.

The EVP serves as Chair of the OIE *ad hoc* Group on Education. Its focus is to outline minimum competencies for the entry-level graduate relevant to the delivery of National Veterinary Services. Through the EVPs participation on this ad hoc Group, the COE accreditation process and US veterinary medical education standards, which are seen by many as the international gold standard, are provided increased stature. In addition, the AVMA position upholding high educational standards is continually emphasized to the OIE, which is an important international standard setting body. All travel expenses for the EVP to participate in these meetings are paid for by the OIE.

*Standard Setting and Policy Development*—Standards, rules, and policy in other countries impact the US in many different ways—through trade agreements, through societal influences, and through US policy development.

The AVMA maintains liaison relationships through the US Delegations to the OIE and Codex Alimentarius Commission. These liaisons serve as a conduit of information between the AVMA to the US Delegations to these two important international standard setting organizations. Without such a conduit, the Association would not be able to so effectively voice its policies and opinions and influence international standards. These standards cover such topics as use of antimicrobials, animal traceability, animal welfare, veterinary and para-veterinary (technician) education, and national veterinary services- all areas for which the AVMA has strong expertise and all which have the potential to impact every facet of the US veterinary profession. By providing input on draft standards and guidelines, the AVMA is able to help ensure that the final documents are consistent with programs and practices in the United States. Lack of involvement by the AVMA could subject Association members to international standards and guidelines

created with strong influence from other countries and organizations that may have needs or expectations incompatible with those of the US veterinary profession.

The OIE liaison (currently the Staff Coordinator for International Affairs; see [Appendix 10](#) for the liaison description) attends the OIE General Assembly, which is held in May of each year at OIE Headquarters in Paris, France. Throughout the year, this liaison coordinates AVMA input to the USDA (US Delegate to the OIE) from AVMA entities on revisions and additions to the OIE Terrestrial and Aquatic Animal Health Codes and Diagnostic Manuals. Comments from the AVMA, which are received from a number of entities staffed within the Education & Research, Scientific Activities, and Animal Welfare Divisions, are highly valued by the USDA and help ensure the US veterinary profession's voice is heard on the international stage.

Two of the three Codex liaisons are new (see liaison descriptions in [Appendix 10](#)), having been established by EB approval in 2011 of recommendations from the Council on Public Health and Regulatory Veterinary Medicine. Both will begin in 2012. The Codex liaisons primarily work electronically, so travel costs are minimal at \$1,500/year for each liaison.

The AVMA recently concluded liaison with the Codex Ad Hoc Intergovernmental Task Force on Antimicrobial Resistance. In July 2011, the Codex Alimentarius Commission adopted the related Guidelines for Risk Analysis of Foodborne Antimicrobial Resistance. During guidelines development (which occurred prior to 2011), the AVMA representative to the Codex Ad hoc Intergovernmental Task Force on Antimicrobial Resistance was successful in educating the international food scientists and policy makers of the role and value of veterinarian in ensuring safe food for people. In addition, the AVMA representative worked with allied groups and other country members to retain the veterinary code of practice from being rewritten by non-veterinary professionals. AVMA's representative also worked with the OIE very closely, supporting the OIE's activities and addressing the public health impact of the use of antimicrobials in the agriculture sector.

To communicate AVMA's policies, staff from Scientific Activities participated in the following travel:

- The 12th Aquaculture Insurance and Risk Management (Ireland, March)
- OIE Aquatic Animal Health Conference (Panama, June)
- International Aquaculture Biosecurity Conference (Norway, August)
- World Veterinary Congress (South Africa)
- Antimicrobial Stewardship in Canadian Agriculture and Veterinary Medicine (Canada, Oct/Nov)
- European Federation of Animal Science (EAAP) Meeting (Norway, Aug/Sept)
- Observations of/meetings about agricultural practices related to antibiotic use (Denmark, Sept)
- Responsible Use of Antibiotics Conference (The Netherland, Nov)
- Participation in the World Congress on Disaster and Emergency Medicine (China, May/June); speaker
- FBI International Symposium on Agroterrorism (Missouri, April)
- Joint Critical Infrastructure Partnership Symposium (Illinois, June)
- Annual Natural Hazards Research and Applications Workshop (Colorado, July)

Staff and volunteer time spent on efforts related to international standards and policies is difficult to parse apart from the time and money spent on national efforts for the same general topics (animal welfare; animal disease detection, management, and prevention; animal emergency preparedness and response; public health; food safety, safe drug use, antimicrobial resistance, feed safety, environmental health; and veterinary education), because national policies and standards are impacted by what is occurring at the international level. As such, for some Divisions (in particular AW and SA), the numbers reported in [Appendix 6](#) reflect the best estimate of the cost of salary and benefits spent on international activities as a percentage of total time spent on all AVMA activities.

In 2011, with Executive Board approval, the AVMA continued participation (now concluded) in the Animal Relief Coalition for Haiti (ARCH) which began in 2010 following the earthquake in Haiti. Working with Haitian veterinarians and at the invitation of the Haitian government, ARCH treated over 60,000 animals (including the vaccination of over 32,000 animals for anthrax and rabies). ARCH also assisted in an animal survey, a public awareness campaign related to animal health, and reconstruction of the National Veterinary Laboratory.

With funding from the American Veterinary Medical Foundation (AVMF), the AVMA participated in disaster preparedness planning and presentation at the Chengdu Panda Research Base (China, June). An AVMA VMAT volunteer served as an animal decontamination subject matter expert as part of an International Fund for Animal Welfare lead delegation to Japan to discuss animal issues resulting from the Fukushima Daiichi Nuclear Power Plant Accident in May 2011. Working with Japanese colleagues, this delegation created recommendations and procedures to ensure human and animal well-being.

Since 2002, the AVMA and the Aquatic Veterinary Medicine Committee (AVMC), in collaboration with numerous others, has been developing effective approaches for implementing biosecurity programs to meet US and international standards and regulatory requirements that involve veterinary epidemiology, surveillance, disease diagnostics, and principles of veterinary inspection and certification. With the input and leadership of the AVMA, under the auspices of an “International Veterinary Aquaculture Biosecurity Consortium” (including several OIE Collaborating Centers in the US, Canada, Norway, and elsewhere), the approaches have been presented at national and international conferences. These meetings and workshops have introduced the concepts, laid a solid foundation, and trained approximately 250 participants on practical approaches to implement prevention, control, and eradication programs for infectious and contagious diseases. The approach is applicable to any (aquatic or terrestrial) animal disease and any type of operation, from a farm to a nation, and is fully in accord with processes in OIE Codes and Manuals.

During 2011, AVMA staff and volunteer leaders also travelled to learn first-hand about practices in other countries that differ from practices in the US, but nonetheless are impacting the US veterinary profession. In a unique situation, the EVP approved funding for international travel to Denmark in September 2011 for an AVMA Assistant Director in the Scientific Activities Division and the Chair of the Steering Committee for FDA Policy on Veterinary Oversight of Antimicrobials (VOSC), to learn about the Danish antibiotic ban, which in turn could prove

beneficial when the AVMA responds to proposed US legislation that would decrease the availability of antimicrobials for use by the veterinary profession. Much of what is currently known about the antibiotic ban is based on data obtained from Denmark and is heavily debated due to varying interpretations. During the September 2011 visit, AVMA staff and leadership visited with members of the Danish Food and Agricultural Council, the Danish Veterinary and Food Administration, Danish Association of the Veterinary Pharmaceutical Industry, and Technical University of Denmark, and visited several swine farms. Representatives concluded that, while some information can be gleaned from the Danish experience, a direct comparison or conclusions cannot be made between the US and Denmark situations. This knowledge will enable AVMA to more effectively counter arguments that are based on an inaccurate impression of the Danish experience and its application to the United States.

*Association & Relationship Building*—The AVMA is a full voting member of the World Veterinary Association (WVA); Pan-American Association of Veterinary Sciences (PANVET); and, since October 2011, the World Small Animal Veterinary Association (WSAVA). Annual membership dues for these organizations are:

<b>Organization</b>	<b>AVMA Dues</b>	
	<b>2011</b>	<b>2012</b>
WVA	\$29,288	\$29,500
PANVET	\$2,000	\$2,500
WSAVA	\$0	\$6,500
<b>Total</b>	<b>\$31,288</b>	<b>\$38,500</b>

Membership in the WVA, PANVET, and WSAVA is important to the AVMA for several reasons, including building relationships and trust to develop collaborative strategies on issues impacting the profession across national borders. AVMA’s involvement ensures the US veterinary profession’s voice and expertise is heard on an international or regional level as each of these organizations develops policy to impact international standards.

- The World Veterinary Association (WVA; [worldvet.org/](http://worldvet.org/)): The WVA was founded in 1959 as a continuation of the Permanent Committee for the International Veterinary Congress, the first of which was held in Hamburg, Germany in 1863. It is a global professional and scientific veterinary organization representing all aspects of the veterinary profession at the international level to both governmental and non-governmental organizations. Its constituencies are national veterinary associations and international associations of veterinary specialists. The objectives of the WVA are to
  - unify the veterinary profession throughout the world.
  - promote the veterinary profession, science and practice.
  - promote the contributions of veterinarians worldwide to national governments and global organizations such as the UN, FAO, OIE, WHO and WTO.
  - maximize international veterinary contribution to animal health, animal welfare, public health, environmental protection and to the human population in the forms of safe food products of animal origin and of animal companionship.
  - set high standards in veterinary education and ethics.
  - promote standards of health and welfare in all species of animals.
  - organize World Veterinary Congresses.

- defend the rights inherent of the veterinary diploma and to promote the standing of the profession.
- encourage the exchange of information of veterinary interest between the members.
- establish and maintain relations with other organizations whose interests are related to the objectives of the Association.

From about 1949 through 1995, the AVMA was a member of the Permanent Committee for the International Veterinary Congress and later, the WVA. Membership was discontinued between 1995 and 1998. Following adoption of the new WVA Constitution and Bylaws in 1997, which resulted in a more effective organizational structure, the AVMA rejoined the WVA as a National Member, effective January 1, 1999.

The AVMA appoints one of the two North American Councillors to the WVA and sends a delegation to each Presidents Assembly, held in conjunction with the World Veterinary Congress which is scheduled at least once every four years. The WVA funds all travel of the US Councillor to Council meetings, which are held at least once a year; the AVMA funds travel for its delegation (excluding the Councillor) to the World Veterinary Congress and Presidents Assembly.

As a National Member of the WVA, the AVMA has weighted voting rights within the Presidents Assembly in accordance with WVA Bylaws. Because of its size (number of members), the AVMA pays the maximum allowable dues and is granted the maximum number of votes. The head of the AVMA delegation to the Presidents Assembly is the AVMA President. In that role, the President casts the AVMA vote on all matters brought before the Assembly. The most recent Presidents Assembly was held in South Africa in October 2011. The AVMA Delegation comprised the President, EVP, and US Councillor. The President and EVP also participated in the 2011 meeting of the International Veterinary Officers Council (IVOC), which was hosted by the South African Veterinary Association immediately following the World Veterinary Congress. Members of the AVMA Delegation also participated in the international closing ceremony of World Veterinary Year, held on the final day of the World Veterinary Congress.

The WVA has collaborative agreements with the OIE, FAO, and World Health Organization (WHO), and develops policies on such topics as antimicrobial use and veterinary education on behalf of its member countries. Appointment of an AVMA Councillor to WVA allows the AVMA to have a strong voice in policy development. However, the AVMA, together with other like-minded members of the WVA, believes the WVA infrastructure and processes could be improved to make it a more effective international veterinary advocacy group. To that end, the 2011 Presidents Assembly approved a motion brought before it by the AVMA President to postpone a vote on amendments to the WVA organizational documents until the next Presidents Assembly in 2013, thus allowing more careful consideration of the full ramifications of the proposed changes by all member organizations.

- The Pan-American Association of Veterinary Sciences (PANVET): PANVET comprises membership from veterinary associations within North, South, and Central America, and

serves its member associations by providing a platform to develop strategies to address issues of mutual interest and concern—including veterinary workforce needs, control of transboundary diseases, and quality of veterinary medical education. In addition, PANVET organizes the biennial Pan-American Congress of Veterinary Sciences—a continuing education meeting bringing together the veterinary profession from across the Americas. PANVET is governed by its Directive Council. Directive Council representatives are elected from nominations received from member organizations to serve renewable two-year terms. The Directive Council meets yearly; every other year, this meeting is held in conjunction with the Pan-American Congress of Veterinary Sciences.

The AVMA has been a member of the PANVET since 2004. In 2010, the AVMA Executive Board approved greater involvement with PANVET through nominating an AVMA representative to serve on the PANVET Directive Council. In September 2010, the PANVET Directive Council unanimously approved the appointment of the AVMA nominee, Dr. Theresa Bernardo. The AVMA Representative to the PANVET Directive Council is charged to serve as the primary AVMA representative to PANVET and to make recommendations for AVMA action to the CIVA on issues identified through membership on the PANVET Directive Council. Dr. Bernardo attended the 2011 PANVET Directive Council meeting in spring of 2011. The 2012 meeting will be held in conjunction with the Pan-American Congress of Veterinary Sciences in Colombia.

- World Small Animal Veterinary Association (WSAVA; [www.wsava.org/](http://www.wsava.org/)): The WSAVA is an association of associations. Its membership is made up of veterinary organizations from all over the world, which are concerned with small companion animals such as cats, dogs, rabbits, guinea pigs, etc. The primary purpose of the WSAVA is to advance the quality and availability of small animal medicine and surgery through establishment of international standards, guidelines, and policies and promotion of continuing education through the annual WSAVA World Congress.

In 2010, the AVMA Executive Board approved the Association's submission of an application for membership in WSAVA. In October 2011, the AVMA President-Elect presented the Association's membership application to the WSAVA General Assembly, which unanimously approved that application. Each member association is represented in the WSAVA by a delegate appointed by that association. The CIVA developed a liaison description, which was subsequently approved by the EB at its November 2011 meeting ([Appendix 10](#)). In the first quarter of 2012, the EB will appoint the AVMA representative to the WSAVA from nominations received. Member association representatives receive complimentary registration for the general program of the annual WSAVA World Congress.

The American Animal Hospital Association has been a US member of the WSAVA for a number of years. The AVMA believes that WSAVA acceptance of two US national organizations promoting the advancement of companion animal medicine will be beneficial to all organizations involved. The AVMA has had a long-standing and productive relationship with AAHA on key companion animal initiatives in the USA. Many AAHA members are also AVMA members, and AAHA supported the AVMA application to

become a full member association of the WSAVA. The AVMA believes there are key similarities between several AVMA and WSAVA initiatives such that AVMA membership in the WSAVA will not only strengthen AVMA's international efforts to promote small animal health and welfare, but also the Association's global partnership with AAHA and other WSAVA member organizations.

The AVMA also participates in the following regularly scheduled international meetings:

- Federation of Veterinarians of Europe (FVE; [www.fve.org/](http://www.fve.org/)): The FVE represents 46 national veterinary organizations across 38 European countries and four sections, each of which represents key groups within the veterinary profession. Its mission is to unite and represent the veterinary profession, in all its diversity, across the whole of Europe. The FVE holds its General Assembly twice a year (spring and fall) in Europe. The AVMA (DIA and/or President) has been participating in the General Assemblies for a number of years. Starting in November 2010 meeting, the AVMA delegation also meets with the FVE officers and executive director at each General Assembly to discuss issues of mutual interest. These meetings led to the development of three joint position statements on the judicious use of antimicrobials in animals, animal welfare, and veterinary education, which were approved by the EB and FVE Board in August 2011 ([Appendix 8](#)). Because of the broad reach and credibility of the AVMA and FVE, these joint policies can be used to exert influence with federal legislators and non-governmental organizations like the OIE and Codex Alimentarius Commission. Such groups create standards that ultimately are applied nationally and internationally. Thus, the Association's ability to influence the content of such standards is extremely important for AVMA members. Agenda topics for future meetings of the FVE and AVMA delegations include discussion of collaborative strategies to:
  - Enhance the WVA (the FVE is also a member of the WVA) to be a global voice for animal health and welfare, food security, and public health
  - Address, on both national and global levels, veterinary economics potentially through an expansion of societal appreciation for the value of veterinary medical services.
  - Move the joint positions statements on animal welfare, veterinary education, and responsible use of antimicrobials forward globally.
- International Veterinary Officers Council (IVOC): Through its participation in annual meetings of the IVOC, the AVMA maintains and strengthens its relationship with the Canadian Veterinary Medical Association, British Veterinary Association, Australian Veterinary Association, New Zealand Veterinary Association, and South African Veterinary Association. Meetings are hosted by each member association in rotation, and are held in conjunction with that association's primary annual meeting. Through participation in the IVOC, officers and executive directors of the above associations meet annually to discuss issues of mutual interest, including animal welfare, veterinary education, workforce and economic challenges and opportunities, ensuring active membership engagement, and promoting scientific discovery—the same issues that form the basis of the Association's new strategic plan. The future focus within IVOC is to work collaboratively to promote mutual positions on strategic issues that surface in organizations like the OIE and WVA.

- North American Veterinary Leadership Meeting (NAVLM): In 2001, leadership from the AVMA and Mexican Association of Veterinary Medicine (Federación de Colegios y Asociaciones de Médicos Veterinarios Zootecnistas de México [FCAMVZM]) began meeting to discuss cross-border issues impacting the veterinary profession. In 2003, the Canadian Veterinary Medical Association (CVMA) began participating in these North American Veterinary Leadership Meetings. In July 2004, the AVMA Executive Board approved adding expenses for the NAVLM at future sites to the AVMA budget on an ongoing basis and authorized travel for the AVMA delegation to attend future meetings held in Mexico. The purpose of these meetings held every 12-18 months and hosted by each member association on a rotating basis, is to discuss areas of common interests that impact the veterinary profession in North America, including, but not limited to: association activities, quality veterinary education, agro-bioterrorism, and trade; and to develop recommendations for common strategies, as appropriate, to address challenges and opportunities facing the veterinary profession in North America. In 2011, the AVMA hosted the NAVLM immediately following the Annual Convention in St. Louis. In 2012, the CVMA will host the NAVLM immediately preceding or following its convention. The AVMA delegation typically includes the President, EVP, DIA, AVMA Councillor to the WVA, AVMA representative to the PANVET Directive Council, Staff Coordinator for International Affairs, and other senior AVMA staff members if appropriate. Because many of the topics discussed at the NAVLM relate to veterinary medical education, the AVMA also invites the Association of American Veterinary Medical Colleges to fund a representative to participate in the meetings.

*Member and Student Services*—It is estimated that the AVMA will realize \$177,900 in international dues income annually in each of 2011 and 2012. The AVMA will also realize \$33,000 in dues income from ECFVG candidates (international veterinary graduates) interested in AVMA membership. Thus, total income from international members is anticipated at \$210,900 annually in 2011 and 2012 ([Appendix 11](#)). Approximately 75% of the international dues income comes from graduates of international veterinary schools; the remaining 25% comes from graduates of US veterinary schools living abroad. This international dues income comes at a relatively minor cost in staff time, because the AVMA does not extensively recruit international members. Only 2% of a Member Services Assistant time (salary and benefits) will be spent on associate member and ECFVG membership recruitment/application processing during 2011 and 2012 ([Appendix 6](#)).

The following activities in 2011 and 2012 support the AVMA’s strategic plan core competency of serving as the voice of, and information conduit to, the veterinary profession or the 2012-2015 Strategic Goal to “enhance membership participation and engagement”; all costs are accounted for under “Student Activities” in [Appendix 11](#):

- Distribution of AVMA and Student AVMA (SAVMA) information (e.g., brochures, member cards, certificates) to Student Organizations, of which four of 32 are located outside the USA (one in Canada and three in the Caribbean). In 2012, this could increase to five of 33 with Executive Board action at its November 10-12, 2011 meeting on a recommendation from the Office of the Executive Vice President to approve an official

charter recognizing a Student Chapter of the American Veterinary Medical Association (SCAVMA) at the University of Glasgow School of Veterinary Medicine.

- Refreshments for school visits by either the AVMA Vice President or M&FS Assistant Director; four international schools were visited in 2011; this may increase to five in 2012.
- SCAVMA Faculty Advisor Student Leader Conference, with two of the 30 chapters located at schools outside the USA.

Associated with the annual school visits by the AVMA Vice President or M&FS Assistant Director is the cost of travel to the four international schools; this is budgeted for \$5,020 in 2011 and \$6,925 in 2012 to account for the potential of five international school visits.

Approximately 5% of the Student Program Coordinator and 5% an Assistant Director in M&FS is focused on supporting students at four international schools. This is accounted for in total M&FS salary and benefits ([Appendix 6](#)).

For more than four decades, the AVMA has also encouraged younger students at a global level to pursue careers in animal and public health and biomedical research through its involvement in the Intel International Science and Engineering Fair. The AVMA presents special awards for excellence in the fields of food animal health, animal health, public health, comparative medicine, and biomedical research to students around the globe. Securing sponsors, recruiting judges, coordinating travel and judging activity, ordering plaques/awards, and developing press releases is all done by AVMA staff and reflected in [Appendix 6](#).

*Communications*—In 2011, an AVMA news reporter travelled to the schools of veterinary medicine at Ross University (St. Kitts and Nevis, West Indies) and St. George's University (Grenada, West Indies) to gather information for several *JAVMA* news articles.

Both the *JAVMA* and *American Journal of Veterinary Research (AJVR)* have a global reach, attracting international authors, readers, and reviewers. On an annual basis, the AVMA recognizes approximately \$227,500.00 in income from international non-member subscribers to the AVMA scientific journals. Additionally, AVMA members living outside the USA (i.e., international AVMA members) also receive one of the journals as a member benefit. There is a cost to the AVMA for processing non-member international subscriptions include fulfilling claims for issues that are not received. The current process the AVMA follows for claim fulfillment is being updated, but until such updating is complete, approximately 15% of a Membership Assistant and 20% of an Assistant Director in the Membership and Field Services Division is allocated to this function. Additionally, approximately \$4,000 is spent annually to ship claims for back issues to international customers.

Global veterinary activities will be highlighted in a new international section of the AVMA web site that will be launched in the fourth quarter of 2011. Staff time required for development of this new section is accounted for in [Appendix 6](#). The international section will allow AVMA members and other interested parties easy access to information regarding AVMA's international policies and activities. The site will include links to other international organizations with which the AVMA collaborates or which provide international opportunities for AVMA members,

veterinary students, and veterinary technicians. The CIVA and Staff Coordinator for International Affairs will maintain oversight of the international section of AVMA.org.

**Educational Commission for Foreign Veterinary Graduates (ECFVG)**

The ECFVG was established in 1959 by the HOD at the request of state veterinary regulatory boards to develop a certification program to help state boards and other entities nationwide assess the educational readiness of graduates of non-accredited veterinary schools for licensure or employment. The current four-step certification program overseen by the ECFVG was launched on January 1, 1973, with the specific assessments used for each of the steps evolving to reflect changes in education, assessment, veterinary practice, and societal needs. More information about the program can be found at [www.avma.org/education/ecfvg](http://www.avma.org/education/ecfvg).

The ECFVG generates both unrestricted and EB-restricted income for the AVMA. Likewise, expenses can be categorized as unrestricted and EB-restricted. Unrestricted income comes from the following sources:

- Candidate registration fees (\$275/candidate)
- Candidate re-registration fees (\$100/candidate)
- Reimbursement of direct quality assurance overhead (salary & benefits) from the Quality Assurance Program (QAP)

Unrestricted expenses include:

- Salary and benefits for ECFVG program staff (does not include salary or other costs for IT, business, or legal support, etc.)
- Twice yearly ECFVG meetings

	<b>2011</b>	<b>2012</b>
<b>Unrestricted ECFVG Program Income</b>	\$215,500	\$225,000
<b>Unrestricted ECFVG Program Expenses</b>	\$191,682	\$193,196

Restricted ECFVG program income and expenses are referred collectively as the Quality Assurance Program (QAP).

Quality Assurance Program income is generated from the quality assurance fee (\$725/candidate) paid by each candidate on initial registration into the certification program; expenses are restricted to those activities that assure quality of ECFVG program steps, including:

- Development and maintenance of the Clinical Proficiency Examination (CPE)
- Development, maintenance, and administration of the BCSE
- Accommodations consulting
- Reimbursement of direct overhead associated with quality assurance

	<b>2011</b>	<b>2012</b>
<b>Quality Assurance Program Income</b>	\$350,000	\$390,000
<b>Quality Assurance Program Expenses</b>	\$450,000	\$415,000

Neither restricted nor unrestricted income nor expenses for the ECFVG program are included in the overall international activities income and expenses as reported in Appendix 11 of this report.

### **World Veterinary Year**

2011 was World Veterinary Year, a celebration of the 250<sup>th</sup> anniversary of the founding of the first school of veterinary medicine in Lyon, France, and hence, the 250<sup>th</sup> anniversary of the veterinary profession itself. AVMA efforts to highlight and celebrate World Veterinary Year were shared by many AVMA divisions, including the OEVP, Communications, Publications, and Education and Research. The American Veterinary Medical Foundation (AVMF) also supported World Veterinary Year by sponsoring the veterinary student exchange program between US and Lyon (France) veterinary schools to increase cross-cultural understanding and an appreciation of veterinary history among veterinary students.

The AVMA joined the Vet2011 Executive Committee as directed by EB approval of a recommendation from the AVMA President in June 2008. In May 2011, the AVMA made its final subscription payment of \$1,427.19 to the Vet2011 Executive Committee.

The Association's World Veterinary Year activities included those of the Vet2011 Celebration Partners, a group of nine corporations that supported AVMA Vet2011 activities with \$56,500 of income. Activities sponsored included:

- Production of full-page World Veterinary Year ads in *JAVMA*.
- Production of a full-page World Veterinary Year ad in *Animal Health Solutions*.
- Support of development of the Vet2011 area of the AVMA website.
- Production of the "Proud to Support Vet 2011" clinic cling (4 x 6 inch vinyl adhesive with 2-color imprint for display) distributed to 26,000 clinics and at select events, including the Veterinary Leadership Conference, North American Veterinary Conference, Western Veterinary Conference, and AVMA Annual Convention.
- Production of on-site recognition (banners, signage, event recognition) at select World Veterinary Year events during AVMA Annual Convention.
- Support of the Vet2011 day-long symposium held during the AVMA Convention in St. Louis and coordinated by the CIVA, to include speaker events, dinners, and a World Veterinary Year reception.

Other World Veterinary Year events organized by the AVMA included an opening ceremony at the January 2011 Veterinary Leadership Conference, development of AVMA World Veterinary Year notecards and seals; production and sales/distribution of a number of commemorative items; production of a travelling Vet2011 display for use by the AVMA and allied organizations; reproduction of Dr. Fred Born's "History of the Horse" Doctor DVD; and production of the "Legends in Veterinary Medicine" series published in *JAVMA* each month.

The Executive Vice President and Immediate Past President of the AVMA served on the International Vet2011 Executive Committee. Some expenses incurred in 2011 were related to travel of either or both to the January 2011 international World Veterinary Year opening ceremony held in Versailles, France and the October 2011 international closing ceremony held in conjunction with the World Veterinary Congress in Cape Town, South Africa.

World Veterinary Year activities conclude at the end of 2011. As such, the AVMA will incur no expenses nor gain any income for World Veterinary Year in 2012.

### **AVMA's Global Veterinary Activities—Expenses and Income**

For 2011, actual income and expenses of activities completed or expense reports submitted between January 1 and September 30 were used to calculate totals, together with estimated expenses for activities planned for October 1 through December 31. In some cases, actual expenses were available for activities completed after September 30. For 2012, budgeted income and expenses are reported. All figures were rounded to the nearest whole dollar. Additionally, although Canada and Mexico are not considered the same as other countries (such as those in Europe and Asia) in terms of approval needed for travel by AVMA officers and staff, expenses reported here include travel to Canada and Mexico because both are foreign countries separate from the USA.

A summary of overall expenses of, and income generated from, AVMA's global veterinary activities in 2011 and those anticipated for 2012 are provided in [Appendix 11](#). Briefly, expenses for AVMA's global veterinary activities in 2011 are projected at \$713,488. This represents 2.46% of total 2011 expenses, which are projected at \$29,062,021. In 2012, expenses are anticipated at \$615,918, or 2.06% of the total expenses budgeted for 2012 (\$29,875,336).

International income in 2011 is projected at \$566,287, which represents 1.87% of the total income projected for 2011 (\$30,247,409). For 2012, income is anticipated at \$598,400, or 2.00% of the total income budgeted (\$29,939,150).

The net annual cost (expenses – income) of AVMA's global veterinary activities is estimated at \$147,201 in 2011 and \$17,518 in 2012.

### **Conclusions**

International efforts of the AVMA both in terms of time (staff and volunteer) and money are a small part of the Association's overall resources expended to advance its mission ("to improve animal and human health and advance the veterinary medical profession") and strategic plan. From a purely economic point-of-view, these efforts represent less than 2.5% of the Association's overall budget. At the same time, internationally focused activities contribute positively to AVMA's budget; international income in 2011 and 2012 represents nearly 2.0% of annual income anticipated each year. Further, accreditation fee structures outlined in the *Accreditation Policies and Procedures of the Council on Education* require veterinary medical colleges/schools within the US and Canada to share in accreditation site-visit costs through payment of a once-every-seven-years accreditation fee. Veterinary medical colleges/schools outside the US and Canada, however, are required to pay all site-visit expenses (e.g., airfare, lodging, meals for volunteer and staff site-team members), an administrative fee each time the school is evaluated, and an annual administrative fee. These administrative fees are designed to defray AVMA overhead costs associated with international accreditation activities.

The AVMA is considered by many national and international regulatory and standard setting organizations, including the USDA and OIE, as both a valued partner and a leader in the global veterinary profession, with particular expertise in the areas of veterinary education, animal

health, animal welfare, food safety, public health, aquatic veterinary medicine, emergency preparedness and response, and association building. Efforts to ensure that the US veterinary profession's voice is heard in the international arena are intimately connected to AVMA's national efforts to advance its strategic plan. Further, because current AVMA international activities are minimal in terms of overall resources, there is no evidence that the Association's international activities result in any measurable loss of national opportunities.

**RESOLUTION 9 — 2011**  
**Regular Annual Session**

Submitted by  
AVMA House Advisory Committee  
AVMA Executive Board

**REPORT OF AVMA GLOBAL ACTIVITIES**

**RESOLVED**, that the American Veterinary Medical Association (AVMA) House of Delegates recommends to the Executive Board that instead of forming a task force, the EB direct the AVMA Office of the Executive Vice President to prepare a comprehensive report summarizing AVMA’s current role in global veterinary activities, the rationale for such involvement, and an estimate of the general costs of such engagement in 2011, including staff resources. The HOD further recommends that the report include those changes anticipated in 2012. The HOD requests that the report be made available to the HOD and AVMA members by December 15, 2011.

**Statement about the Resolution**

The purpose of the report is to provide members of the HOD and the general AVMA membership with a clear and organized picture of AVMA’s involvement in global veterinary activities, the impact and member benefit of this involvement, the consequences of not participating, and related costs. The summary should include the AVMA role in developing international standards for animal health, animal welfare, veterinary education, zoonotic disease control, food safety, public health and foreign animal disease prevention. Some of AVMA’s global veterinary activities have been reported in the news section of the *Journal of the AVMA*, on the AVMA website, and in other AVMA communication vehicles. However, the House Advisory Committee believes that compiling such information into one comprehensive report that includes costs and staff resources will allow for a more informed dialogue among AVMA members and leadership regarding the appropriate depth of the Association’s future role in global veterinary medicine.

**Financial Impact:**       None

OFFICE USE ONLY				
	RECOMMEND APPROVAL	RECOMMEND DISAPPROVAL	REFER TO . . .*	NO RECOMMENDATION
<i>Executive Board</i>	X			
<i>House Advisory Committee</i>	X			
<i>Reference Committee #3</i>	X			#####
(*Use this space for additional narrative, if needed.)				

	APPROVED	DISAPPROVED	REFER TO . . .*
<b>HOD ACTION</b>	X		

[\*\(Return to Background Section in Report\)\*](#)

## **POLICIES DIRECTING AVMA’s GLOBAL VETERINARY ACTIVITIES**

### **International Veterinary Service—AVMA Organizational Objective**

The AVMA should be actively engaged in promoting the concerns of its members in the forums and policy development processes of international veterinary organizations and regulatory bodies, and should engage in the building of consensus within the international community by the promotion of trust and goodwill.

*(History: The Executive Board initially approved a policy as a recommendation for adoption of the now defunct Council on Government Affairs in November 1998. The policy did not have an oversight entity and was not reviewed until the OEVP did so in 2010. The EB approved revisions recommended by the OEVP in August 2010, and the policy was assigned to the CIVA for oversight. It is due for its next 5-year review in 2015.)*

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### **Leadership Role for AVMA**

The AVMA will accept a leadership role in international veterinary medicine

*(History: The Executive Board approved this policy as a recommendation for adoption from the AVMA Task Force on Foreign Veterinary Medical Education in April 1999. It was assigned to CIVA oversight in 2009, and the CIVA reviewed and recommended reaffirmation in April 2010. The EB postponed action on the CIVA recommendation indefinitely at its August 2010 meeting. As such, it remains an active AVMA policy, with its next 5-year review by CIVA scheduled for 2015.)*

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### **Use of North American Veterinarians in Developing Countries**

The American Veterinary Medical Association actively encourage programs to create desire for and improve the training of North American veterinarians to be of greater service and utilization in the underdeveloped countries of the world.

*(History: The HOD approved Resolution 15 in 1987, resulting in adoption of the above policy. The CIVA was assigned oversight of this policy in late 2010 and will review it at its spring 2012 meeting, after which it will forward to the EB with a recommendation for affirmation as written, approval of revisions, or approval to rescind.)*

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## Utilization of US Veterinarians in International Programs

The AVMA will use its influence to stimulate the development by federal governmental agencies, such as the Department of Agriculture, Department of Defense, Department of Health, Education, and Welfare, and Agency for International Development, of programs that encourage at every opportunity, the utilization of United States veterinarians in international programs, such as those sponsored by the Food and Agriculture Organization, World Health Organization, and Pan American Health Organization.

*(History: The HOD approved Resolution 2 in 1974, resulting in adoption of the above policy. The CIVA was assigned oversight of this policy in late 2010 and will review it at its spring 2012 meeting, after which it will forward to the EB with a recommendation for affirmation as written, approval of revisions, or approval to rescind.)*

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## General Criteria to Use When Considering AVMA Membership in International Organizations

1. Does the mission/objective of the international entity complement the AVMA mission and objective?
  - a. AVMA Mission Statement—The mission of the Association is to improve animal and human health and advance the veterinary medical profession.
  - b. AVMA Objective—The objective of the Association shall be to advance the science and art of veterinary medicine, including its relationship to public health, biological science, and agriculture.
2. Does the mission/objective of the international entity integrate with the current AVMA Strategic Plan (goals and objectives)? In other words, will AVMA's membership in/involvement with the international entity help the AVMA achieve one or more of its critical goals or objectives as defined in the Strategic Plan?
3. Does membership in/interaction with the international entity unnecessarily duplicate ongoing efforts of the Association?
4. Are other AVMA affiliate organizations members of the international entity? If so, does AVMA membership add value to the international entity above that of the affiliate organization? If not, would an affiliate group be better suited for membership in the international entity?
5. Can the goals of AVMA membership in/interaction with the international entity be clearly defined?
6. Are metrics available to assess success/value of AVMA membership in/interaction with the international entity?
7. Is there a membership fee?
8. If there is a membership fee, is the return on investment of such fee considered of value to the AVMA?
9. Are the expectations of the international entity for AVMA membership/involvement in terms of staff and volunteer time commitment and expertise amenable to available association resources?

10. Does involvement with the international entity require development of a new liaison relationship or other “formal” AVMA entity description?

*(History: New policy adopted by the EB in November 2011 as recommended by the CIVA)*

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### **AVMA Policy on the World Organization for Animal Health (OIE)**

The AVMA will provide advice to the U.S. Delegate to the World Organization for Animal Health (OIE), including participation in the U.S. delegation to the Annual General Session of the OIE.

*(History: The EB approved this policy in November 1998, and in November 2011, approved revisions as recommended by the CIVA)*

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### **North American Veterinary Leadership Meeting**

#### **History**

In 2001, leadership from the AVMA and Mexican Association of Veterinary Medicine (Federación de Colegios y Asociaciones de Médicos Veterinarios Zootecnistas de México [FCAMVZM]) began meeting to discuss cross-border issues impacting the veterinary profession. In 2003, the Canadian Veterinary Medical Association (CVMA) began participating in these North American Veterinary Leadership Meetings (NAVLM). In July 2004, the AVMA Executive Board approved adding expenses for the NAVLM at future sites to the AVMA budget on an ongoing basis and authorized travel for the AVMA delegation to attend future meetings held in Mexico.

#### **Purpose**

To discuss areas of common interests that impact the veterinary profession in North America, including, but not limited to: association activities, quality veterinary education, agro-bioterrorism, and trade; and to develop recommendations for common strategies, as appropriate, to address challenges and opportunities facing the veterinary profession in North America.

#### **Frequency**

Held every 12 to 18 months, with the meeting hosted by the AVMA, CVMA, and Mexican Association of Veterinary Medicine on a rotating basis.

#### **AVMA Delegation to the North American Veterinary Leadership Meeting**

The AVMA Delegation may include the following representatives:

- AVMA President or his/her designee
- AVMA Executive Vice President/CEO
- AVMA Director of International Affairs

- AVMA Representative to the PANVET Directive Council
- US Councilor to the World Veterinary Association
- Staff Coordinator for International Affairs
- Other AVMA staff members as deemed necessary by the Executive Vice President/CEO in consultation with the AVMA President.

The AVMA will also invite the Association of American Veterinary Medical Colleges (AAVMC) to appoint a representative to the AVMA delegation to each NAVLM.

### **Reports**

The AVMA Delegation will provide a report, which will be considered by the AVMA's Committee on International Veterinary Affairs (CIVA) and summarized in the report provided by the Director of International Affairs to the AVMA Executive Board. Any recommendations for AVMA action will be forwarded to the Executive Board by the CIVA.

### **Expenses**

Travel expenses for all members of the AVMA Delegation except the AAVMC representative are provided for by the AVMA in accordance with existing policy through the NAVLM line item (US Councilor to the WVA & AVMA representative to the PANVET Directive Council) or individual travel line items.

When the AVMA hosts the meeting, expenses budgeted to the NAVLM line item will also include one welcoming dinner for meeting participants and guests and lunch for participants during the day-long meeting.

### **Staffing**

The AVMA Staff Coordinator for International Affairs will provide staff assistance to the AVMA Delegation to the NAVLM.

### **Location of Recent Meetings**

- July 2008: British Columbia (host: Canadian Veterinary Medical Association)
- December 2009: Guadalajara, Mexico (host: Mexican Veterinary Association)
- July 2011: St. Louis, MO (host: AVMA)

*(History: In November 2011, the EB approved the NAVLM description as recommended by the CIVA)*

[\(Return to AVMA Policies and Documents Related to International Activities Section in Report\)](#)

## **COMMITTEE ON INTERNATIONAL VETERINARY AFFAIRS**

Established in April 2007 the purpose of the committee is to study issues of interest to the AVMA regarding international veterinary affairs and add structure to AVMA international activities.

### **Charge/Objective**

To study global issues affecting the AVMA in areas such as the role of the Association in international affairs, forming partnerships in influencing the potential disruption of food supplies, accreditation of veterinary education, and other evolving international matters arising, and recommend to the Executive Board courses of action in international affairs of the Association.

### **Membership, Method of Appointment and Representation**

The committee will be composed of the following six members: the AVMA Director of International Affairs, the US Councilor to the World Veterinary Association (WVA), one member representing the Executive Board, two representing the AVMA Council on Education (COE), and one representing the Association of American Veterinary Medical Colleges (AAVMC). The AVMA Director of International Affairs and the US Councilor to the WVA will serve on the basis of their positions. The Executive Board will appoint other representatives from nominees presented from the respective groups.

Initial terms will be staggered (1, 2, or 3 years) to ensure that no more than two members will end their service during any given year. All members are eligible to serve a second full 3-year term. Member terms may be limited by the term of service remaining with the entity being represented.

### **Chair**

The AVMA Director of International Affairs will serve as Chair.

### **Meetings**

Up to two meetings of two days/two nights duration will be held in the AVMA Headquarters, Schaumburg, IL. The committee may also meet electronically.

### **Reports**

The activities of the committee will be reported by the Director of International Affairs at each Executive Board meeting.

### **Life Expectancy**

Ongoing with review by the AVMA Governance Performance Review Committee as per AVMA policy

[\(Return to AVMA Policies and Documents Related to International Activities Section in Report\)](#)

### **International Opportunities to Promote the AVMA Strategic Plan**

*Developed by the AVMA Committee on International Veterinary Affairs, March 2009*

*Accepted by the AVMA Executive Board, April 2009*

In April 2007, the AVMA Executive Board approved formation of a Committee on International Affairs (CIVA) charged “to study global issues affecting the AVMA in areas such as the role of the Association in international affairs, forming partnerships in influencing the potential disruption of food supplies, accreditation of veterinary education, and other evolving international matters arising, and recommend to the Executive Board courses of action in international affairs of the Association.” The new Committee, chaired by the AVMA Globalization Monitoring Agent and with representation from the AVMA Executive Board, Council on Education (COE), and the Association of American Veterinary Medical Colleges (AAVMC), has now met four times (October 2007, February and October 2008, and February 2009). During the first two meetings, CIVA members and invited representatives from the World Veterinary Association (WVA), Department of Defense Veterinary Service (DoD/VS), and US Department of Agriculture/Animal and Plant Health Inspection Service/International Services (USDA/APHIS/IS) reviewed the Association’s history of involvement in global issues. This history, dating back to the 1990s, centered initially on accreditation of veterinary education at international institutions in accordance with the rigorous standards established by the AVMA Council on Education for US and Canadian schools, as well as building relationships with other veterinary associations. In 2001, the AVMA Executive Board also approved creation of a new volunteer position—the Globalization Monitoring Agent—who was charged to conduct surveillance of national and international education, accreditation, and licensing activities and initiatives. Until formation of the CIVA in 2007, no centralized infrastructure (e.g., primary staff consultant/support, standing or ad hoc AVMA entity) existed through which the AVMA could become proactive and fully engaged in international efforts.

Despite not having a strong, centralized infrastructure throughout much of the first decade of the 21<sup>st</sup> century, volunteer leaders and staff were able to establish numerous personal networks that led to several successes and allowed advancement of the Association’s international focus to its current position. Examples of these successes include:

- Strengthening the relationship between the AVMA, Canadian Veterinary Medical Association, British Veterinary Association, Australian Veterinary Association, New Zealand Veterinary Association, and South African Veterinary Association.
  - Through participation in the International Veterinary Officers Council (IVOC), officers and executive directors of the above associations meet annually to discuss issues of mutual interest, including animal welfare, veterinary education, workforce and economic challenges, and advocacy—the same five issues identified by the AVMA as the critical issues that form the basis of the Association’s strategic plan.
- Strengthening the relationship between the AVMA/COE with similar accrediting bodies (e.g., Royal College of Veterinary Surgeons [RCVS], Australasian Veterinary Boards Council [AVBC]) to identify commonalities and differences among accreditation systems.
  - Meetings of International Accreditors, which began in 2002, are now held approximately every three years. These meetings will culminate in a joint accreditation site visit

comprising the COE, AVBC, and RCVS at Murdoch University Division of Veterinary and Biomedical Sciences in Australia in the fall of 2009. Although this program is accredited by all three accrediting bodies, the fall 2009 evaluation will be the first time the school will complete a single self-study document in preparation for evaluation by a multi-national team during a single evaluation visit.

- Strengthening the relationship between the US and Mexican veterinary professions
  - In the late 1990s, AVMA officers and staff recognized the importance of building a strong and mutually respectful relationship between the Mexican and US veterinary professions. Trade agreements and proximity meant that many issues that affected one country would very likely impact the other. Early efforts at relationship building, led by AVMA officers and the Globalization Monitoring Agent, resulted in what is now known as the North American Veterinary Leadership Meetings (NAVLM), which are held approximately every two years and currently comprise AVMA officers and leaders from the AVMA, AAVMC, Canada, and Mexico. These meetings have allowed for regular discussion of cross-border issues and strengthened relationships among the veterinary profession in North America.
- Strengthening the North American presence within the World Veterinary Association (WVA).
  - In 1999, the AVMA rejoined the WVA after an absence of many years. The AVMA appoints one of two WVA councilors from North America. In 2006, Dr. Leon Russell became the first US president of the WVA, and under his leadership, the WVA became a stronger, more cohesive organization.
- Strengthening the relationship between the AVMA, AAVMC, DoD/VS, and USDA.
  - In January 2004, the AVMA, represented by the Globalization Monitoring Agent, officers, and staff, participated in the “Global Veterinary Opportunities and Responsibilities Workshop,” together with representatives of the AAVMC, USDA, and DoD/VS. This was followed by the September 2004 International Veterinary Conference in Kuwait City, the goal of which was to engage representatives of the professional associations, colleges, and government agencies in discussions concerning rebuilding animal health infrastructures in Iraq and Afghanistan. From this meeting came a joint AVMA/AAVMC Task Force on Veterinary Infrastructure in Iraq and Afghanistan, chaired jointly by AAVMC member Dr. Joe Kornegay, then Dean of the University of Missouri College of Veterinary Medicine, and the AVMA Globalization Monitoring Agent, Dr. Jim Nave. The strong relationship between the AVMA, AAVMC, DoD/VS, and USDA continues today. During 2008, the chairs of the AVMA and AAVMC international affairs committees participated fully in each other’s meetings, which further helped synergize the activities of these two groups. The AVMA was invited to participate in a September 2008 DOD Veterinary Stability Operations Course to discuss professional association building as a means of advancing animal health infrastructure and facilitating stability. In addition, Dr. Dan Sheesley, Deputy Administrator, USDA APHIS/IS and COL Gary Vroegindewey, Director, DoD/VS, serve as invited representatives to CIVA and provide invaluable expertise and insight to Committee deliberations.

During discussions at its first two meetings, the CIVA also recognized the synergy of its charge and objectives with activities on which the AVMA has embarked through the One Health Initiative. As such, the CIVA invited Dr. Roger Mahr, initially in his capacity as the AVMA representative to the Joint One Health Steering Committee and more recently, as the Project Director to that same Committee, to participate in its last two meetings. Dr. Mahr informed the CIVA that the Rockefeller Foundation recently awarded the Joint One Health Steering Committee \$100,000 to help establish a National One Health Commission and a global One Health Initiative dedicated to attaining optimal human, animal and environmental health through the collaborative efforts of multiple disciplines working locally, nationally, and globally. A number of veterinary and animal health organizations outside the United States have already expressed interest in the global one health initiative. The CIVA believes that with the establishment of the National One Health Commission anticipated within the next 12 to 18 months, now is the time to strengthen the international infrastructure within the AVMA so that the national professional association is poised to collaborate fully with the National One Health Commission both nationally and internationally.

As Committee members reflected on AVMA's international successes and the One Health Initiative, they recognized that without provision of greater continuity, expertise, and coordination through a stronger, central infrastructure, the Association would be unable to move forward from a passive and monitoring role to a proactive and more fully engaged role in the international arena. Further, the CIVA believes that the AVMA—as one of the world's largest professional veterinary associations—must be sensitive to global issues and be actively involved internationally to promote the profession through collaborative discussion and action. Committee members reviewed the AVMA Strategic Plan, which was approved by the Executive Board in April 2008, as they considered what direction the AVMA should take to create its future in the international arena. The CIVA noted that globalization and international affairs are inherent in the Strategic Plan—with language indicating that “globalization strengthens our nation,” and the “AVMA values ... inclusiveness, unity, compassion.” Further, core competencies of the Association include that as the leading advocate for the veterinary profession, the AVMA “serves its members at local, state, federal, and global levels,” sets and preserves “...professional standards,” and serves “the needs of all veterinarians.”

Discussions of the Strategic Plan in light of past international successes and current challenges culminated in the development of this White Paper. The CIVA firmly believes that a strong and coordinated centralized infrastructure that expands on what is already in place is essential to allow the Association to take a leadership role in shaping the future of veterinary medicine both nationally and internationally. As such, this White Paper should not be seen as an end point, but as a beginning for the AVMA Executive Board to consider as it deliberates how best the AVMA can influence international policy and opinion and offer solutions to global challenges affecting the US veterinary profession.

The CIVA believes that only by strengthening the Association's international infrastructure and becoming a more active and fully engaged leader in international affairs can challenges be turned into opportunities for Association growth. The following are offered as only three examples of

challenges facing the Association as it works toward achieving its strategic goals in a global environment.

- **AVMA STRATEGIC GOAL: ANIMAL WELFARE**—AVMA is a leading advocate for, and an authoritative, science-based resource on animal welfare.
  - **CHALLENGES AND POTENTIAL OPPORTUNITIES:** As the leading advocate for animal welfare, the AVMA must not only be at the table, but also must be seen as leading discussions, debate, and decisions with its science-based animal welfare resources. Otherwise, the US veterinary profession may be forced to accept global animal welfare standards to which it did not adequately contribute.
  - **CURRENT ACTIVITIES SUGGESTING A STRONGER AVMA PRESENCE IS NEEDED:** Within Europe, animal welfare standards are already part of some trade agreements, with noncompliant countries being excluded. Also, the OIE (World Organization for Animal Health, formerly known as the Office International des Epizooties) has developed, or is developing, standards on, among others, animal transport, on-the-farm care of food animals, slaughter and mass killing (culling) for disease control purposes, laboratory animal use, and stray-dog control as a means of rabies control. The OIE comprises 169 member countries, including the USA, and one of its responsibilities is harmonizing the regulations for trade in animals and animal products among its member countries. The World Trade Organization also recognizes the OIE as setting international standards for animal health.
- **AVMA STRATEGIC GOAL: EDUCATION**—The AVMA/COE accreditation process is the premier standard for veterinary medical education globally.
  - **CHALLENGES AND POTENTIAL OPPORTUNITIES:** As the premier standard for veterinary medical education globally, the AVMA must not only be at the table, but also must take the lead in advocating rigorous standards in education and accreditation of individual schools rather than acceptance of a global accreditation standard. With global accreditation standards, the US veterinary profession may be forced to accept education standards that are lower than those of the COE. This would ultimately decrease the value of the diploma awarded by COE-accredited schools.
  - **CURRENT ACTIVITIES SUGGESTING A STRONGER AVMA PRESENCE IS NEEDED:** **At its July 2008 President’s Assembly, the WVA approved in principle a draft *Minimum Requirements for Veterinary Education* document.** Much of this draft, which was developed with input from the US veterinary profession through then WVA president Dr. Leon Russell and the North American Councillor from the US, Dr. Jim Nave, is aimed at establishment of minimum veterinary educational standards that will provide some assurance that an individual with the title “veterinarian” has met certain minimum educational standards. The CIVA recognizes that the concept of minimum educational standards has real value across country borders in ensuring, for example, that an international health certificate issued by a “veterinarian” in one country will provide the receiving country some level of confidence that the certification was made by a qualified individual. However, the minimum standards document originally drafted by the WVA may form the basis for global educational standards being considered by the OIE. Minimum standards are the primary topic for discussion at an upcoming meeting hosted by the OIE in October 2009 titled “Evolving veterinary education for a safer world.” According to the Web site, the meeting’s main purpose is to “reach consensus in order to

recommend an updated veterinary curriculum to the international community....The conference will also provide a forum for discussing the involvement of veterinary statutory bodies in the harmonisation of accreditation procedures for veterinary faculties, which would help foster recognition of the importance of veterinary activities for society as a whole at global level.” To date, the US veterinary profession, through the AVMA, has provided little input to OIE discussions of either minimum educational or global accreditation standards. Although the AVMA may support minimal educational standards for awarding the title “veterinarian,” adoption of global accreditation standards that may be far less stringent than current COE accreditation standards will negatively impact the US veterinary profession. As such, it is essential that the AVMA be poised to lead discussions in these matters at a global level.

- **AVMA STRATEGIC GOAL: ADVOCACY**— The AVMA, through its members and leaders, is committed to be a leading force and advocate on veterinary-related issues in local, state, federal, and international legislation and regulation.
  - **CHALLENGES AND POTENTIAL OPPORTUNITIES:** At the federal level, coalition building has proven to be an effective way for the AVMA to advance its legislative agenda. Similarly, at an international level, the CIVA believes that stronger coalitions will allow the AVMA to exert greater leadership to advance its strategic goals in a global environment. However, without a strong, centralized infrastructure, it will not be possible to adequately research and coordinate which coalitions would best suit the AVMA, and opportunities for collaboration may be missed. Additionally, a strong, centralized infrastructure will help ensure continuity of AVMA representation and facilitate the activities of AVMA representatives within various international coalitions.
  - **ORGANIZATIONS WITH WHICH A STRONGER AVMA PRESENCE MAY BE NEEDED:**
    - The PanAmerican Association of Veterinary Sciences (PANVET) comprises eight member countries including Argentina, Brazil, Chile, Cuba, Mexico, Panama, Uruguay, and the United States. The AVMA joined PANVET in the early 1970s but discontinued membership in 1984 due to concerns regarding lack of organizational structure and financial issues. In 2003, on recommendation of the AVMA president, the AVMA rejoined PANVET. To date, although PANVET has invited the AVMA to be a member of its Board of Directors, the Association remains more as an observer. It should be noted that although the AVMA currently pays membership dues of \$2,500 per year to PANVET, this line item has been zeroed out in the preliminary 2010 AVMA budget. The CIVA believes PANVET will continue to be an important organization through which the AVMA can build coalitions to better ensure the profession’s voices from North, Central, and South America are heard as discussions regarding global veterinary standards take place across Europe.
    - The AVMA recently increased its involvement in the WVA, largely through the service of Dr. Leon Russell, who, from 2005-2008, served as the first WVA president from the US, and Dr. Jim Nave, who resigned recently from his position as US Councilor to the WVA. The main governance bodies of the WVA are the Presidents Assembly, the Council, and the Executive Committee (EXCOM). The Presidents Assembly comprises the Presidents of all member Associations and meets at least every three years at the World Veterinary Congress. As such, continuity of AVMA representation is not guaranteed. The WVA Council comprises regional and specialist

associate representatives and acts on behalf of the Presidents Assembly between Assembly meetings. Because the AVMA appoints one of the North American councilors, and because councilors can serve three 3-year terms, this position does offer continuity of representation. The EXCOM, comprising the President, Past-President, and two Vice-Presidents, is responsible to the Council for the day-to-day running of the WVA. With Drs. Russell and Nave recently completing their terms as President and US Councilor, respectively, and Dr. Russell finishing his term as Past-President on the EXCOM in 2011, disruption in continuity of AVMA representation on, and participation in, the WVA can be minimized by strengthening the AVMA's international infrastructure. This may be particularly important now because of ongoing discussions related to animal welfare and education standards among international and regional veterinary and animal health associations that are largely headquartered in Europe.

- The Federation of Veterinarians of Europe (FVE) is a regional association comprising 36 member countries and four European veterinary sections representing vocational groups of the profession (European Association of State Veterinary Officers [EASVO], Union of European Veterinary Practitioners [UEVP], Union of European Veterinary Hygienists [UEVH], European Association of Veterinarians in Education, Research and Industry [EVERI]. The FVE recently joined the WVA as an associate member and works closely with the European Association of Establishments for Veterinary Education (EAEVE) to develop educational standards and policies affecting member countries. In fact, EAEVE is a member of the EVERI and thus, is an integral part of one of the four sections comprising FVE. Although EAEVE assesses European veterinary education programs, its decisions may not carry legal authority throughout all European Union countries. Without further research by the CIVA, it is unclear whether the AVMA can directly join FVE as an observer or affiliate member; however, through relationship building with FVE member organizations who are also members of other international associations, the AVMA may be able to affect positive change within the FVE.

- The Federation of Asian Veterinary Associations and the Commonwealth Veterinary Association are two other regional professional associations that the CIVA believes deserve further research to determine whether either or both may prove to be valuable allies for the AVMA in the international arena.

The CIVA believes the economic impact and risk of duplication of effort inherent in increasing the Association's international presence can be minimized through well-coordinated and strategic interactions of volunteer leaders and AVMA staff. As a first step, and to reflect a new focus on action in the international arena, the CIVA is recommending an updated position description for the Globalization Monitoring Agent. This has been forwarded to the AVMA Executive Board as a separate recommendation. The CIVA is not only recommending changes to the charge, responsibilities, and qualifications for this position, but is also recommending a title change—from Globalization Monitoring Agent to Director of International Affairs—to reflect the more proactive role this position should play.

To coordinate strategic international activities, the CIVA encourages the AVMA, through the

Executive Vice President and with necessary Executive Board action, to create an International Coordinator staff position, placed within the Office of the Executive Vice President, with primary responsibilities to include supporting and facilitating the activities of the CIVA, Director of International Affairs, US Councilor to the WVA, AVMA representative to the US delegation to the OIE, and AVMA delegation to the IVOC and NAVLM . This position will require an individual who is an excellent communicator and can represent the AVMA in myriad multi-cultural situations. The CIVA believes a highly-placed staff member, who is well-informed of cross divisional international activities and issues, will add the necessary continuity, expertise, and coordination to ensure the US veterinary profession’s voice is heard—and listened to—as solutions are developed to best address global veterinary needs. As an initial step toward creation of an International Coordinator staff position, existing staff could be identified to first provide logistical support to the Director of International Affairs, with a full-time veterinary position being created over the next 12 to 18 months to take primary responsibility for coordinating the Association’s international activities as outlined above. Administrative staff support will also be needed. The CIVA is not making a specific recommendation regarding staff positions, because it believes that the way forward toward creation of an International Coordinator position is best left to the expertise of the Executive Vice President and Executive Board.

As the AVMA moves into a new era of engaged international action, the CIVA suggests that not only may it become necessary to dedicate more resources to these efforts, but that embarking on new international activities may also result in new, and as of yet unrecognized, revenue streams for the Association. The CIVA also recognizes that the AVMA is facing increasing economic pressure as it ensures the needs of its members—primarily clinical practitioners within the United States—are met. Nonetheless, the CIVA firmly believes that the AVMA cannot afford to lessen its involvement in international affairs lest global decisions are reached that have the potential to inflict economic or professional hardship on the US veterinary profession. The AVMA must be actively involved in international efforts in order to ensure the continued high esteem in which the veterinary profession is held in this country. The CIVA is committed to ensuring the AVMA is prepared to shape the future of the veterinary profession in an ever-increasingly global marketplace, rather than only living in a future that others will create.

[\*\(Return to AVMA Policies and Documents Related to International Activities Section in Report\)\*](#)

## **AVMA Director of International Affairs**

### **Background and History**

In 2001, on recommendation of the AVMA Task Force on Global Accreditation, the AVMA Executive Board approved creation of, and funding for, a new leader position to conduct surveillance of national and international education, accreditation, and licensing activities and initiatives. Since its initiation, the scope of this position has expanded to include monitoring of emerging and ongoing international issues that may impact the AVMA Strategic Plan. With the creation of the AVMA Committee on International Veterinary Affairs (CIVA) in 2007, the charge to the Globalization Monitoring Agent expanded further to include chairing that Committee.

In 2009, the Globalization Monitoring Agent position title was modified, on recommendation of the CIVA, to AVMA Director of International Affairs to more closely reflect the expanded role and the increasingly global nature of the veterinary profession. The term of service was also modified, again on recommendation of the CIVA, to reflect the term of service on the CIVA.

### **Charge\Objective**

To provide the Director of International Affairs (DIA) with appropriate background information he/she will be granted access to AVMA Executive Board agendas, minutes, and other background material (excluding list serve discussion groups) as deemed necessary by the AVMA Office of the Executive Vice President in consultation with the Executive Board Chair. The DIA is charged to:

- Develop and implement AVMA international strategies by chairing the Committee on International Veterinary Affairs and working closely with the AVMA International Affairs Coordinator and other relevant AVMA entities and staff.
- In accordance with AVMA policy, in consultation with the Chief Executive Officer, and in keeping within the approved budget for this position, serve on the AVMA delegation to the North American Veterinary Leadership Meetings (NAVLM), and other meetings as appropriate.
- Monitor international activities and make recommendations for action to the appropriate AVMA entities.
- Recommend new relationships with other organizations whose interests are related to the objectives and Strategic Plan of the AVMA.
- Accept additional charges as assigned by the AVMA Executive Board or Chief Executive Officer.

### **Qualifications of the Director of International Affairs**

- Must be a voting member of the AVMA.
- Must have a broad understanding of AVMA policy and its Strategic Plan and potential impacts of international issues on both.
- Must have an appreciation of cultural diversity.
- Must be willing and able to travel nationally and internationally, both to developed and less developed regions of the world.
- Must have excellent interpersonal and communication skills.

- Must have the ability to communicate and conduct business through multiple platforms, to include electronic media.

### **Appointment**

The AVMA Director of International Affairs is appointed by the AVMA Executive Board, from nominations received in accordance with AVMA policy. Beginning with the conclusion of the current representative's term, future appointments will be for a once-renewable, three-year term.

### **AVMA Entity Meetings**

On invitation of the Chairs of the following entities, the AVMA Director of International Affairs may attend meetings of the AVMA Executive Board, Council on Education, AVMA/Association of American Veterinary Medical Colleges (AAVMC) Joint Committee, Animal Welfare Committee, Legislative Advisory Committee, and other AVMA entities to report and seek input on relevant international activities.

### **Expenses**

Meeting and travel expenses paid in accordance with AVMA policy

### **Past AVMA Globalization Monitoring Agents/Directors of International Affairs**

- Dr. James Nave, 2001-2007; reappointed 2007-2013

*(History: The EB first approved the description for the Director of International Affairs in April 2009. The most recent revisions recommended by the CIVA were approved by the EB in November 2011)*

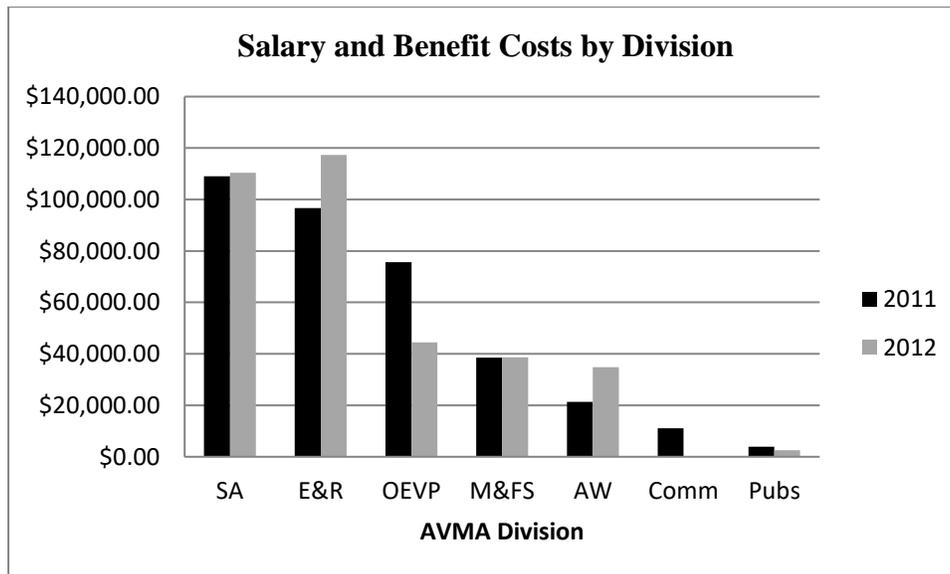
[\*\(Return to AVMA Policies and Documents Related to International Activities Section in Report\)\*](#)

[\*\(Return to AVMA Director of International Affairs Section in Report\)\*](#)

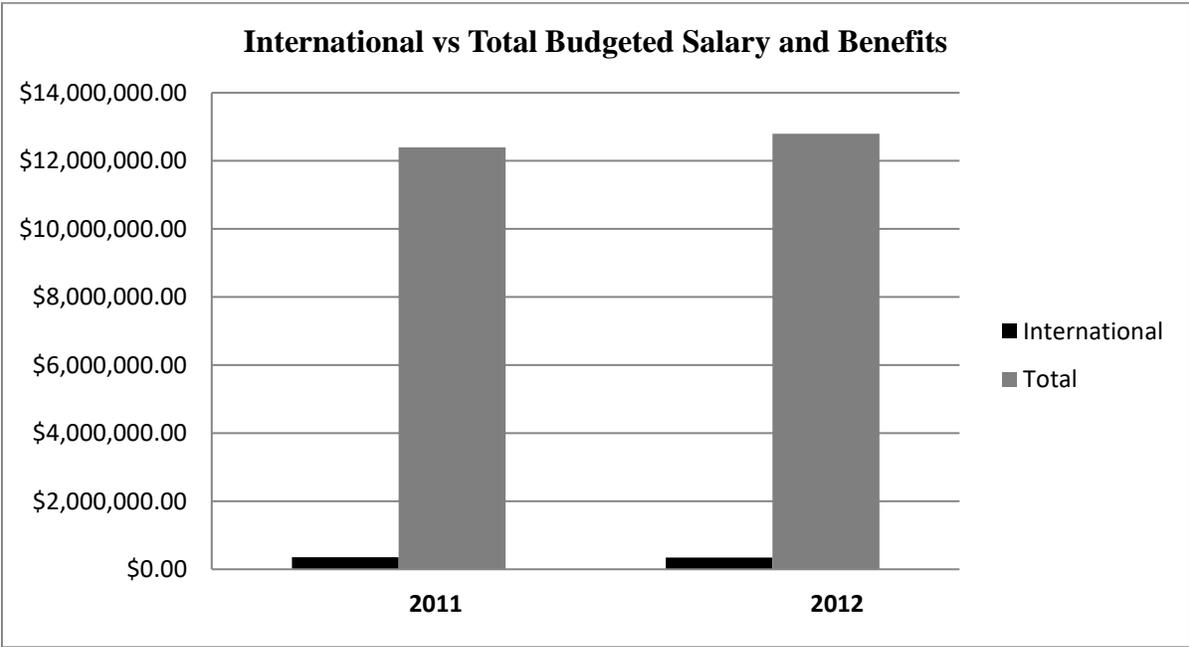
**Total AVMA Staff Salary and Benefits Spent on International Activities  
2011 & 2012**

<b>Division</b>	<b>2011</b>	<b>2012</b>
SA	\$109,043	\$110,414
E&R	\$96,680	\$117,317
OEVP	\$75,603	\$44,456
M&FS	\$38,590	\$38,706
AWD	\$21,324	\$34,870
COMM	\$11,105	\$0
PUBS	\$3,873	\$2,592
IT	\$0	\$0
C&MP	\$0	\$0
F&BS	\$0	\$0
GRD	\$0	\$0
<b>Total</b>	<b>\$356,218.00</b>	<b>\$348,355.00</b>
<b>% of Salary Budgeted*</b>	<b>2.87%</b>	<b>2.72%</b>

\* Total Salary & Benefits Budgeted for 2011 = \$12,395,880  
Total Salary & Benefits Budgeted for 2012 = \$12,793,131



(continued on next page)



[\(Return to AVMA Staff Coordinator for International Affairs Section in Report\)](#)

[\(Return to Standard Setting and Policy Development Section in Report\)](#)

[\(Return to Member and Student Services Section in Report\)](#)

[\(Return to Communications Section in Report\)](#)

## **EXCERPTS FROM AVMA TRAVEL POLICY**

### **Officers**

All officers are expected to manage their travel so that the individual officer's semi-annual travel budget is not over spent.

Following conclusion of the first Executive Board meeting of the Association year, the Board of Governors and the Executive Vice President will meet at the earliest possible time to plan Board of Governors' travel for the Association year as well as to craft a vision for the year and the supporting messages to be conveyed during the Association year.

Payment by AVMA is authorized for travel of the spouse or a guest of an officer when the officer is traveling to represent the President.

### **President**

Effective July 2010, part of the role of the AVMA President (and the President-Elect, Immediate Past President, Executive Board Chair, and Vice President, in that order, when representing the President) is to represent the AVMA at national (including the meetings of Constituent Allied Veterinary Organizations and SAVMA Symposium), international, and regional meetings (where there is a leadership component to the meeting and not just continuing education), and to represent the AVMA at meetings of the Principal Veterinary Organizations (veterinary organizations representing each state, district, territory, and possession of the United States of America as determined by the House of Delegates) unless extenuating circumstances exist.

The President will authorize his or her own travel; however, he or she must provide sufficient information to the Executive Vice President to maintain an up-to-date itinerary on the President. The President will develop national and international travel plans in consultation with the AVMA Executive Vice President maximize the benefits and value of such travel.

The President is authorized to attend up to five foreign veterinary meetings outside the US, Canada, Mexico, and Puerto Rico.

Attendance at the meeting of the International Veterinary Officers Council is also authorized in addition to the five foreign veterinary meetings authorized for the President.

The spouse or guest of the President is authorized to travel with the officer.

### **President-Elect**

Part of the role of the AVMA is to utilize AVMA resources to best educate himself or herself on the policies and issues that would prepare him or her for his or her role as President. This includes attendance at meetings of AVMA entities (e.g., councils, committees, task forces) as deemed appropriate by the President-Elect. This also

includes serving as the liaison from the Executive Board to the House Advisory Committee.

The President-Elect will authorize his or her own travel; however, he or she must provide sufficient information to the Executive Vice President to maintain an up-to-date itinerary on the President-Elect. The President-Elect will develop national and international travel plans in consultation with the AVMA Executive Vice President to maximize the benefits and value of such travel.

The President-Elect is authorized to attend one foreign veterinary meeting outside the US, Canada, Mexico and Puerto Rico.

The spouse or a guest of the President-Elect is authorized to travel with the officer.

### **Vice-President**

The Vice-President is authorized to travel at his or her discretion, within budget limits, to speak to Student AVMA organizations or scheduled classes on organized veterinary medicine or professional relations at US Colleges of Veterinary Medicine. The authorization is limited to one visit to half of the campuses per year.

Other travel by the Vice-President must be approved by the EB or BOG, except when he or she is asked to substitute for the President or President-Elect. The Vice-President's spouse or a guest is authorized to travel with the Vice President to Student Chapter and Student AVMA meetings and when asked to represent the President or President-Elect.

### **District Directors**

Executive Board members will be appointed by the Executive Board Chair to serve as liaison between the AVMA Executive Board and the assigned Constituent Allied Veterinary Organization and to assist the AVMA President in his or her role to represent the AVMA at meetings of the Constituent Allied Veterinary Organizations. The Board liaison will be assigned by the end of June for the next association year. Except for liaisons to the American Association of Bovine Practitioners, American Association of Equine Practitioners, and American Association of Swine Veterinarians, the Executive Board liaisons are not authorized to attend the meetings of the Constituent Allied Veterinary organizations but will develop relationships with the allied organization leadership through other means. The Executive Board Chair, in consultation with the Executive Vice President, may approve exceptions to this policy. If the President or his or her designee cannot attend the annual meeting of a Constituent Allied Veterinary Organization, then the Executive Board liaison will be authorized to attend.

Requests for authorization to travel at AVMA expense to other meetings must be submitted to the EB or BOG for approval.

### **Executive Vice President**

The Executive Vice-President will authorize his or her own travel, except the EB or BOG shall approve travel outside the United States, Canada, Mexico, and Puerto Rico.

International travel is authorized for the Executive Vice President to participate in meetings of the International Veterinary Officers Council.

Spouse or a guest travel is authorized.

**Officer and Executive Board Travel Expense Accountability**

Officers are expected to manage their travel so that travel expenses do not exceed the approved budgeted amount for their travel. Officers are provided with monthly financial statements to assist with monitoring and projection of expenditures.

Because the travel expenses of other Executive Board members are consolidated into one budget line item, it is more difficult for individual Executive Board members to monitor and project travel expenses for the Executive Board. However, Executive Board members are also expected to manage travel so that travel expenses do not exceed the approved budgeted amount. AVMA staff will assist with monitoring and projection of Executive Board travel expenditures.

Reimbursement of travel expenses after the approved budgeted amount for an officers travel is exceeded by more than \$1,000 will require approval of the Budget and Financial Review Committee.

If budget projections exceed 105% of the Executive Board travel line item, mandatory review and potential action by the Executive Board is required.

**Mode of Travel**

All air travel funded by the AVMA, including international, shall be booked at the coach class rate. Higher than coach class rate may be used only when emergency travel status exists and/or booking at the coach class rate is not available. Prior approval should be sought and a written explanation of the higher than coach class booking must accompany the traveler's expense report form. Whenever possible, individuals traveling on AVMA business should use US-based air carriers.

All persons traveling by commercial carrier (airplane, train, bus) at AVMA expense must purchase tickets through the AVMA-approved travel agency with direct billing to AVMA. (One-time exceptions due to extenuating circumstances may be approved by the Executive Vice President or his/her designee).

When an AVMA entity member lives outside the United States or Puerto Rico and travel to the US on AVMA business is required, reimbursement for air travel shall be limited to the cost of a round-trip, coach class ticket from the US or Canadian city where the individual goes through customs to the US destination city. Exceptions to this policy may only be made upon approval of the Executive Vice President.

- Privately Owned Automobile (POA)
  - Individuals may choose to travel via their POA; however, the travel reimbursement cost shall not exceed the coach class air rate plus associated costs of traveling from

- residence to airport, airport to point of destination and return. When traveling via POA, the cost of meals, tolls, and lodging shall be included in determining not-to-exceed coach class air travel. Mileage reimbursement shall conform to the standard mileage allowance permitted by the Internal Revenue Service.
- Taxi, Buses, Limousine, and Other Carriers
    - Public carriers may be used as necessary to conduct the business of the organization. Public carriers may be used from residence to airport when the use of public carriers is more economical than the use of a POA. At a traveler's discretion, public carriers should be chosen that are both reasonable and economical.
    - Intra-city transport is permissible when deemed necessary to conduct the business of the organization. Receipts for all public carrier expenses of \$25 or more must be submitted with the traveler's expense report form
  - Rental Cars
    - Rental cars may be used when there are no reasonable public carriers available. Traveler must contract for a vehicle size that meets the traveler's minimum need. No luxury size cars will be permitted, except when no alternative is available. The reason for the exception must be detailed in a written statement and submitted with the expense report form. Receipts are required for all rental car contracts.
    - When renting a vehicle on AVMA business and using your AVMA-provided corporate card, do not purchase collision or liability insurance coverage. Arrangements have been made for the AVMA corporate card provider to bill the AVMA Master Account automatically for collision insurance. Liability insurance is provided under the AVMA policy. If another form of payment is used other than the AVMA corporate card, AVMA will not reimburse insurance coverage expenses.

### **Reimbursement**

Reasonable and legitimate expenses incurred while traveling for AVMA are reimbursable expenses. All reimbursable expenses must be supported by budget authorization or have specific approval from the EB or BOG prior to incurring the expenses.

### **Request for Reimbursement**

All requests for reimbursement shall be submitted on the AVMA "expense report" form within thirty (30) days after the travel has terminated. Payment of expense reports submitted by AVMA volunteers more than 30 days after the end of the travel will only occur if approved by the Executive Board Chair. Payment of expense reports submitted by staff members more than 30 days after the end of the travel will only occur if approved by the Executive Vice President.

A separate form shall be completed for each separate trip; however, when a traveler performs more than one function for the organization from the time they leave their domicile until they return, all incurred expenses may be included on one expense report form. All supporting documents (airline, hotel, rental car, taxi, and other relevant receipts must be attached to the expense report form.

Reimbursable items include:

- Meeting registration fees

- Hotel accommodations
- Coach class air fare
- Airline fees including a) baggage fee for up to 2 bags of less than 50 lbs. each per individual; b) advance seat selection fee for coach class
- Private owned automobile
- Rental car, taxi, limousine, other public carriers
- Meals
- Cocktails - an occasional cocktail or two during a meal or at such other settings that the member deems appropriate will be considered a legitimate expenditure.
- Tips - moderate and appropriate for the services performed
- Long-distance phone calls - essential phone calls for the conduct of AVMA business.
- Laundry/dry cleaning - reimbursement only when travel exceeds 5 days and the amount of laundry/dry cleaning needed to get the traveler back to his or her domicile.

Non-reimbursable expenses include:

- Personal items such as clothing (except rentals of tuxedos), toiletries, shoes, raincoats, umbrellas, etc.
- In-room movies
- Group meals, unless all parties are entitled to AVMA reimbursement (names should be noted on credit card receipt)
- Tours, concerts, or sporting events that are not part of the official meeting
- Unauthorized upgrades (airlines (e.g. economy plus seating, first class, business class), rental cars, hotels, etc.)

### **Reimbursement Arbitration**

When a reimbursement request deviates from the AVMA Travel Policy, staff will consult with their respective division director and subsequently confer with the submitter to explain where expenses deviate from policy, and attempt to resolve the issue accordingly. If necessary the reimbursement request may be referred to the Executive Vice President for determination. If the situation cannot be resolved at the staff level, the request will be referred to the Executive Board Chair. Should the Chair's decision be unacceptable to the claimant, or should the determination in question involve the Board Chair, an arbitration panel composed of three Executive Board members chosen by lottery will render a final decision on the matter.

### **Spouse/Guest Travel (when authorized)**

The spouse or a guest of the President and President-Elect is authorized to travel with the officer.

Payment by AVMA is authorized for travel of the spouse or a guest of an officer when the officer is traveling to represent the President.

The Vice-President's spouse or a guest is authorized to travel with the Vice President to Student Chapter and Student AVMA meetings and when asked to represent the President or President-Elect.

The spouse or a guest travel of other Executive Board members is authorized to the Regular Annual Session of the AVMA House of Delegates and Annual Convention but not authorized to the Regular Winter Session of the AVMA House of Delegates and Veterinary Leadership Conference.

The spouse or a guest travel of the Treasurer is authorized to the Regular Annual Session of the AVMA House of Delegates and the Annual Convention.

The spouse or a guest travel of the Executive Vice President is authorized.

The spouse or a guest travel of the Assistant Executive Vice President is authorized to the Regular Annual Session of the AVMA House of Delegates and the Annual Convention.

The spouse or a guest of the presiding House Advisory Committee Chair is authorized to attend that year's House of Delegates Regular Annual Session and Annual Convention.

The AVMA will report reimbursed spouse/guest travel as taxable income, and the treasurer and staff will determine a "gross up" method to minimize taxes on spouse/guest travel. Such income will be reported on Form 1099 for volunteer leaders and on Form W-2 for staff members.

AVMA will treat spouse/guest travel reimbursement as taxable income and will implement an accounting/ reporting system to determine the taxable amounts.

A flat percentage of 31% will be used in the calculation for payment of taxes on spouse/guest taxable income reported on IRS Form 1099.

### **Staff Travel**

The Executive Vice-President or his/her designee will authorize the travel of staff members, including foreign travel requests.

In addition to presently-authorized visits to student chapters of the AVMA, the AVMA staff is authorized to visit AVMA-listed veterinary schools and colleges that meet the following requirements.

- Students attending the school or college have representation in the Student AVMA House of Delegates,
- The student body includes at least 100 members, and
- More than 80% of the student body are United States citizens.

The designated staff persons are provided blanket foreign travel authority to fulfill that obligation.

[\*\(Return to International Travel: AVMA Officers, District Directors, and Staff Section in Report\)\*](#)

## **JOINT AVMA-FVE STATEMENTS**

### ***The Roles of Veterinarians in Ensuring Good Animal Welfare***

The American Veterinary Medical Association (AVMA) and the Federation of Veterinarians of Europe (FVE) recognize that sentient animals are capable of pain and suffering, deserving consideration and respect.

The AVMA and FVE recognize that veterinarians—as knowledgeable and accountable professionals—have an opportunity and an obligation to help animal owners, caretakers, handlers, and policy makers protect and improve animals’ welfare.

Consistent with the internationally accepted five freedoms,<sup>1</sup> animals must be provided water, food, proper handling, health care, and environments appropriate to their species and use, and should be cared for in ways that prevent and minimize fear, pain, distress, and suffering.

Establishing and implementing good animal care is a balancing act involving animal needs, human needs, societal expectations, and environmental concerns. Actions taken to improve animal welfare should be informed by veterinary, ethological, ecological, and ethical considerations.

In serving animals and society, veterinarians have unique attributes that make them valuable partners and effective advocates. Among these are:

- Strong science-based knowledge about animal health and husbandry, and proficiency in the technical and practical application of that information;
- Empathy, which encourages veterinarians to ensure uses of animals are necessary and appropriate;
- Direct practitioner access to animals, the environments in which they are housed, and the people who own and care for them;
- Regular interactions with other individuals indirectly responsible for the welfare of animals (e.g., other scientists, policy makers, advocates in the industry and humane communities, the public); and
- Long-standing credibility earned through public service and adherence to high ethical and professional standards.

All veterinarians have an opportunity to provide education and knowledge that can promote welfare-friendly animal care practices. Veterinarians must not only work to implement existing standards, but must also contribute to ensuring continual improvement of those standards.

Veterinarians in different types of practices may have unique roles:

- Private clinical practitioners provide direct-to-owner/caretaker assistance in assessing regularly the welfare of animals and in ensuring good animal welfare.
- Consulting veterinarians may complete in-depth evaluations of facilities and recommend standard operating procedures and best practices.

<sup>1</sup>Farm Animal Welfare Council. Five freedoms..

- Veterinary educators school future generations of veterinarians and paraprofessionals in the scientific and ethical bases behind the development and adoption of appropriate animal care practices.
- Veterinary researchers promote good animal welfare within existing animal care systems and propose alternatives that may better accommodate animal needs. Veterinarians employed in governmental and nongovernmental organizations develop, certify, and enforce animal care standards.
- Veterinarians with species-specific animal welfare expertise can serve as highly qualified, independent evaluators for assurance schemes.

Veterinarians are, and must continually strive to be, the leading advocates for the good welfare of animals in a continually evolving society.

### ***Responsible and Judicious Use of Antimicrobials***

Responsible and judicious use of antimicrobials is in the best interests of both animal health and human health. Approaches to preserve antimicrobial efficacy must be well coordinated and encompass everyone involved in the use of antimicrobials, including physicians, veterinarians, individual patients, animal caretakers, and producers.

There is a need to preserve both efficacy and availability of antimicrobials for therapeutic use by veterinarians. Therapeutic uses of antimicrobials are essential for treatment, control, and prevention of infectious diseases to maintain animal health and welfare as well as ensure human food safety. Veterinarians must be involved in efforts to preserve antimicrobial therapies in animals. First, the use of other efficacious scientifically proven therapeutic options should be considered prior to initiating antimicrobial therapy. This includes preventive strategies, such as appropriate husbandry and hygiene, routine health monitoring, and immunization.

Once a determination is made that use of antimicrobials is indicated, the veterinarian must optimize therapeutic efficacy and minimize resistance to antimicrobials to protect public and animal health by:

- utilizing diagnostic results including culture and sensitivity to aid in the selection of antimicrobials;
- ensuring appropriate duration of treatment to achieve the desired clinical response and prevent recurrence;
- restricting therapeutic antimicrobial treatment to ill or at risk animals, treating the fewest animals indicated.

Continued availability of all classes of safe, effective antimicrobials for veterinary medicine is a critical component for a safe food supply and optimal animal health and welfare. To that end:

- Regulatory proposals and actions should consider the overall microbial ecology and be specific, transparent, and based on scientific risk analysis.
- Antimicrobial resistance risk analyses should evaluate the risks and benefits to animal health and welfare in addition to the risks and benefits to human health.
- In the context of One Health, physicians and veterinarians must work collaboratively to ensure responsible and judicious use of antimicrobials.
- Every time a physician or veterinarian initiates antimicrobial therapy is an opportunity to educate the patient/client on proper administration and compliance with treatment regimes.
- Veterinarians must support research for the development of methods to prevent and treat microbial infections and reduce our dependence on antimicrobials.

### ***Veterinary Education***

At the time of graduation, veterinarians must have the basic scientific knowledge, skills, and values to be a full member of the veterinary profession, and to perform—in an independent and responsible way—appropriate entry-level tasks and duties conferred upon and taken on by the veterinary profession, in the interest of animal health, animal welfare, public health, and societal needs.

Veterinary education must ensure new graduates have sufficient day-one competency in the following areas:

1. Adequate knowledge of the sciences on which the activities of the veterinarian are based.
2. Adequate knowledge of the causes, nature, course, effects, diagnosis and treatment of the diseases of animals, whether considered individually or in groups, including knowledge of the diseases which may be transmitted to humans.
3. Adequate clinical experience to diagnose, treat, and prevent mental or physical disease, injury, pain, or defect in an animal, or to determine the health and welfare status of an animal or group of animals, particularly its physiological status, including the prescription of veterinary medicines.
4. Adequate knowledge of the structure and functions of healthy animals, of their husbandry, reproduction and hygiene in general, as well as their feeding, including the technology involved in the manufacture and preservation of foods corresponding to their needs.
5. Adequate knowledge of the behavior and protection of animals.
6. Adequate knowledge of preventive medicine.
7. Adequate knowledge of food hygiene and technology involved in the production, manufacture, and distribution of animal products intended for human consumption.
8. Adequate knowledge of the laws, regulations and administrative provisions relating to the subjects listed above
9. Ability to communicate with clients, colleagues, and staff effectively.
10. Ability to work within the diverse disciplines that comprise veterinary medicine in accordance with appropriate professional codes of ethics and conduct
11. Adequate knowledge of veterinary business operations, resource management, personnel management, and finances.
12. Adequate knowledge of the role of research in furthering the practice of veterinary medicine and the need for life-long learning to ensure currency of knowledge and skills.

The accreditation of veterinary education is essential to ensure educational programs meet high standards and strive for continuous quality improvement. Accreditation is best accomplished through a process of peer review that is independent, objective, and impartial. The standards of accreditation must be dynamic and consistently applied to ensure they meet the changing needs of society.

[\*\(Return to Animal Welfare Section in Report\)\*](#)

[\*\(Return to FVE Section in Report\)\*](#)

**DRAFT**

Summary of International Accreditors Working Group (IAWG) meeting held March 28-29, 2011  
AVMA Headquarters  
Schaumburg, IL

The following issues were agreed upon during the meeting:

1. Recommendations made by the IAWG are not considered final. Instead, all recommendations will be forwarded to each accrediting entity for final decision.
2. The minutes of the March 2011 IAWG meeting will reflect that EAEVE cannot be considered an accrediting entity for partnership in conducting joint site visits with AVMA/COE without governmental recognition and the resulting consequences from an adverse accrediting decision.
3. When requesting appointment of a site-team member from the geographically closest, appropriate veterinary licensing body or association (state, district, regional, national, or other), the COE will ensure that the following site team characteristics are emphasized and used to identify an appropriate representative:
  - Understands accreditation process
  - Knowledgeable about chapters/standards
  - Experienced in accreditation visits
  - Professional expertise
  - Willing to listen to others
  - Can argue position in forthright and respectful manner
  - Will devote time to document examination
  - Ability to interpret a large amount of complex information
  - Ability to identify significant issues from complex data
  - Good problem-solving abilities
  - Good English writing skills
  - Ability to provide constructive criticism
  - Good interviewing skills
  - Ability to work in a team
  - Ability to facilitate discussion to reach conclusions
  - A courteous manner in verbal communications
  - Absolute discretion in confidential matters
  - Good professional standing
4. For AVBC (Australia and New Zealand), a “solo” site visit would normally comprise representatives from each country. For the joint site visits, the country of the school being visited should have the greater number of representatives (e.g., of the 3 AVBC representatives to Massey University, 2 would be from New Zealand, and 1 from Australia; at University of Sydney, 2 would be from Australia, and 1 from New Zealand).
5. Need to check with RCVS committee and AVBC regarding the final number of representatives on site visit teams as indicated below (1 or 2). As background, on a solo AVBC accreditation site visit to an Australian/New Zealand school, RCVS would be represented on the site visit team by one non-voting observer, and on a solo RCVS visit to a school in the UK, the AVBC would be represented by one non-

voting observer.

The IAWG made the following recommendations:

1. Future site visits to be conducted in a manner similar to the joint visit conducted at Murdoch University in October 2009, using the most up-to-date COE Policies and Procedures Manual related to self-study documentation, with supplemental appendices as required by the most recent RCVS and AVBC policy. The following site-visit schedule is recommended
  - Team members to arrive in time for a team-only dinner on the Saturday evening preceding the first day of the site visit
  - Team building to be held on Sunday morning, to be led by site team co-chairs, with the option for out-sourcing facilitation of this as determined by the co-chairs. The desired outcome of team building is to
  - Site visit/evaluation training to be held on Sunday afternoon, to be led by site team co-chairs as outlined in the COE Policies and Procedures Manual
  - Dinner with senior faculty on Sunday evening
  - Standard AVMA site visit schedule to be followed thereafter
    - During evening working sessions, the co-chairs need to ensure that the team not only reviews the day's findings, but also that there is time allowed for ongoing review of the joint site visit process itself to allow for discussion and potential resolution of any emerging challenges.
  - Team to meet following exit interviews on Thursday morning as needed to finalize the single report of evaluation prior to leaving the site.
    - Site visit team members should not make plans to leave the site until the day following the last meeting or late that evening (i.e., departures should be Friday morning or late Thursday night).
2. Formal written communication must occur after each accrediting entity reached a final accreditation decision to ensure all accrediting bodies are aware of:
  - accreditation status
  - standards in substantial compliance
  - standards in non-compliance
  - plans for next site visit and on-going monitoring
3. Each accrediting entity must ensure ongoing communication between joint site visits with the other accrediting entities regarding the results of review of interim reports and any decision made to do a focused or other site visit before the next scheduled comprehensive site visit.
4. To conduct a joint RCVS/COE accreditation site visit at Glasgow University in late 2012/early 2013, with the composition of the site team as follows:
  - 4 COE (voting) core group members (to include 1 Chair)
    - 2 members appointed by the COE
    - 1 member appointed by the Canadian Veterinary Medical Association
    - 1 member appointed by the geographically closest, appropriate veterinary licensing body or association (state, district, regional, national, or other).
  - 3 RCVS (voting) representatives, with all being on both the RCVS- and EAEVE-approved list of visitors/experts. During votes taken on the site visit, these

individuals will be representing the RCVS. The Executive Chair of the site visit team will be named from among these three representatives.

- 1-2 AVBC (voting) representatives
  - 1 SAVC (non-voting) observer
  - 1 AVMA staff person
  - 1 RCVS staff person
5. To conduct a joint AVBC/COE accreditation site visit at the University of Sydney in 2012, with the composition of the site team as follows:
- 4 COE (voting) core group members (1 Chair)
    - 2 members appointed by the COE
    - 1 member appointed by the Canadian Veterinary Medical Association
    - 1 member appointed by the geographically closest, appropriate veterinary licensing body or association (state, district, regional, national, or other). MAKE SURE IN FUTURE to use the site team characteristics below as COE solicits nominee.
  - 3 AVBC (voting) representatives (To include the Executive Chair and a New Zealand representative)
  - 1-2 RCVS (voting) representatives
  - 1 (non-voting) SAVC observer
  - 1 (non-voting) EAEVE observer
  - 1 AVMA staff person
  - 1 AVBC staff person
6. To conduct a joint AVBC/COE accreditation site visit at the University of Melbourne in late 2013, with the composition of the site team as follows:
- 4 COE (voting) core group members (1 Chair)
    - 2 members appointed by the COE
    - 1 member appointed by the Canadian Veterinary Medical Association
    - 1 member appointed by the geographically closest, appropriate veterinary licensing body or association (state, district, regional, national, or other).
  - 3 AVBC (voting) representatives (To include the Executive Chair and a New Zealand representative)
  - 1-2 RCVS (voting) representatives
  - 1 (non-voting) SAVC observer
  - 1 (non-voting) EAEVE observer
  - 1 AVMA staff person
  - 1 AVBC staff person
7. To conduct a joint COE/AVBC/RCVS accreditation site visit at Massey University in 2014, with the composition of the site team as follows:
- 4 COE (voting) core group members (1 Chair)
    - 2 members appointed by the COE
    - 1 member appointed by the Canadian Veterinary Medical Association
    - 1 member appointed by the geographically closest, appropriate veterinary licensing body or association (state, district, regional, national, or other).
  - 3 AVBC (voting) representatives (To include the Executive Chair and Australian representative)

- 1-2 RCVS (voting) representatives
  - 1 (non-voting) SAVC observer
  - 1 (non-voting) EAEVE observer
  - 1 AVMA staff person
  - 1 AVBC staff person
8. To authorize the RCVS appointee to the COE accreditation site visit team at Royal Veterinary College in London (visit planned for October 2012) to also serve as the RCVS representative to conduct a short site visit as required by RCVS procedure.
9. To charge the Executive Chair and Co-chair of each joint site visit to develop an after-action report with input from other site team members that will then be distributed to all organizations for review and potential discussion.
10. To consider adding the next IAWG meeting to the end of the proposed joint accreditation site visit at the University of Melbourne in late 2013.

[\*\(Return to Veterinary Education Section of Report\)\*](#)

**AVMA Liaison to the U.S. Delegation to the World Organization for Animal Health (OIE)**

In December 1998, and on invitation of the U.S. delegate to the World Organization for Animal Health (OIE), the AVMA Executive Board approved the Association's inclusion in the U.S. delegation to the OIE annual General Session. The U.S. delegation is headed by the Deputy Administrator, Veterinary Service, USDA-APHIS, and includes representatives from the US Animal Health Association, American Association of Veterinary Laboratory Diagnosticians, USDA, AVMA, and animal production organizations.

The AVMA liaison advises and assists the U.S. delegation and coordinates AVMA input submitted to USDA/APHIS in response to proposed changes to the OIE Terrestrial and Aquatic Animal Health codes and other documents.

Established in 1924 as the Office International Des Epizooties, the OIE is the intergovernmental organization responsible for improving animal health worldwide. In May 2003, the name was changed to the World Organization for Animal Health, but the historical acronym (OIE) was kept. The OIE is recognized as a reference organization by the World Trade Organization (WTO). It comprises more than 175 member countries, maintains permanent relations with many other international and regional organizations, and has regional and sub-regional offices on every continent.

The OIE objectives are to:

- informing governments of the occurrence and course of animal diseases throughout the world;
- collect, analyze, and disseminate veterinary scientific information on control of animal diseases;
- encourage international solidarity in the control of animal diseases;
- safeguard world trade by publishing health standards for international trade in animals and animal products;
- improve the legal framework and resources of national veterinary services; and
- provide a better guarantee of food of animal origin and promote animal welfare through a science-based approach.

The World Assembly of Delegates, which consists of delegates (typically the Chief Veterinary Officer) designated by the governments of all OIE member countries, is the highest authority in the OIE. Voting by delegates within the Assembly is based on the democratic principle of "one country, one vote." The Assembly's functions include adopting international standards in the field of terrestrial and aquatic animal health and welfare, especially for international trade, and adopting resolutions on the control of major terrestrial and aquatic animal diseases.

**Membership & Representation**

To provide continuity and coordinate AVMA input as requested by the U.S. delegate to the OIE, the AVMA representative to the U.S delegation will be an AVMA staff member appointed by the AVMA Executive Vice President/Chief Executive Officer.

**Meetings**

The OIE General Session is held annually in Paris, France.

**Expenses**

Travel expenses in accordance with AVMA policy are included in the AVMA annual budget.

**Reports**

Reports of the AVMA liaison to the U.S. delegation to the OIE shall be submitted to the AVMA Committee on International Veterinary Affairs and other interested AVMA entities and shall be reported to the Executive Board within the report of the AVMA Director of International Affairs.

*(History: The EB approved the initial OIE liaison description in 1998 and, in November 2011, approved revisions recommended by the CIVA)*

*[\(Return to AVMA Policies and Documents Related to International Activities Section in Report\)](#)*

*[\(Return to Standard Setting and Policy Development Section in Report\)](#)*

### **AVMA Representative to the World Small Animal Veterinary Association (WSAVA)**

The World Small Animal Veterinary Association (WSAVA) is an association of associations. Its membership is made up of veterinary organizations from all over the world, which are concerned with small companion animals such as cats, dogs, rabbits, guinea pigs, etc. The primary purpose of the WSAVA is to advance the quality and availability of small animal medicine and surgery through establishment of international standards, guidelines, and policies and promotion of continuing education through the annual WSAVA World Congress.

In 2010, the AVMA Executive Board approved the Association's submission of an application for membership in WSAVA, and in October 2011, the WSAVA General Assembly approved that application. Each member association is represented in the WSAVA by a delegate appointed by that association. Member association representatives receive complimentary registration for the general program of the annual WSAVA World Congress.

#### **Charge/Objective**

The AVMA Representative to WSAVA is charged to:

1. Serve as the primary AVMA representative to the WSAVA.
2. Comply with requirements for member association representatives as prescribed in the WSAVA Bylaws and other organizational documents.
3. Submit a written report of the activities of the AVMA to the WSAVA Honorary Secretary at least thirty (30) days before each Assembly meeting.
4. Make recommendations for AVMA action to the Committee on International Veterinary Affairs on issues identified through the Association's membership in WSAVA.

#### **Qualifications of the AVMA Representative to the WSAVA**

- Must be a voting member of the AVMA, with a practice category (or species contact profile) of Companion Animal Predominant or Exclusive.
- Must have a broad understanding of AVMA policy, with an emphasis on those policies impacting small animal veterinary medicine.
- Must be willing and able to travel internationally.
- Must have excellent interpersonal and communication skills.
- Must have the ability to communicate and conduct business through multiple platforms, to include electronic media.

#### **Appointment**

The AVMA Representative to WSAVA is appointed by the AVMA Executive Board from applications received in accordance with AVMA policy. The AVMA Representative serves a once-renewable three-year term.

#### **Meetings and Reports**

The Representative is authorized to attend the annual meeting of the WSAVA General Assembly, which is typically held in conjunction with the annual World Small Animal Veterinary Association World Congress, and is encouraged to serve on WSAVA committees and task forces as appropriate and in accordance with his/her expertise. The Representative will report to the AVMA Committee on International Veterinary Affairs (CIVA), and through the Director of International Activities, to the AVMA Executive Board. On invitation from the Chair of the CIVA, the Representative may participate in CIVA meetings via conference call or in person.

**Expenses**

AVMA membership dues to WSAVA are included in the AVMA budget. Travel expenses for the AVMA Representative to the WSAVA to participate in the annual meeting of the Assembly and the WSAVA World Congress will be paid in accordance with AVMA policy. Specific authorization will be needed to fund travel of this Representative to participate in-person at CIVA meetings and for additional travel for service on WSAVA committees or task forces.

*(History: Approved by the EB in November 2011 as recommended by the CIVA)*

[\*\(Return to AVMA Policies and Documents Related to International Activities Section in Report\)\*](#)

[\*\(Return to Association & Relationship Building Section in Report\)\*](#)

**Codex Alimentarius Commission, Committee on Residues of Veterinary Drugs in Foods**

At its November 16-18, 2000 meeting, the Executive Board approved the establishment of an AVMA liaison to the Codex Alimentarius Commission, Committee on Residues of Veterinary Drugs in Foods. AVMA's input would be counted among input from U.S. government agencies, pharmaceutical companies, consumers, animal production groups, and other veterinary associations.

The Codex Alimentarius Commission provides a forum where member countries (governments) and international organizations can meet and exchange information and ideas relative to food safety and trade issues. The Commission elaborates food standards that can be used by countries to facilitate trade. Codex performs its work through committees composed of delegates (government representatives) from member countries. Much of the work takes place through the circulation of working papers and other documents. The decisions affect the acceptability of food products in international trade; since the World Trade Organization uses the food standards to implement international trade rules.

**Charge**

(a) To determine priorities for the consideration of residues of veterinary drugs in foods; (b) to recommend maximum levels of such substances; (c) to develop codes of practice as may be required; and, (d) to consider methods of sampling and analysis for the determination of veterinary drug residues in foods.

**Membership & Representation**

The Executive Board designates the representative and alternate representative for a 3-year term.

**Meetings**

Liaisons are expected to attend up to four meetings each year. Electronic communication will take place between meetings.

**Cost**

The AVMA pays travel expenses for attendance at the meetings.

**Reports**

The reports of the liaison representative are referred to the Council on Biologic and Therapeutic Agents and the Food Safety Advisory Committee for review, evaluation, and recommendations.

**Codex Alimentarius Commission, Ad Hoc Intergovernmental Task Force on Animal Feeding** (*begins in 2012*)

Upon the establishment of an AVMA liaison to the Codex Alimentarius Commission, Ad Hoc Intergovernmental Task Force on Animal Feeding, AVMA's input would be counted among input from U.S. government agencies, pharmaceutical companies, consumers, animal production groups, and other veterinary associations.

The Codex Alimentarius Commission provides a forum where member countries (governments) and international organizations can meet and exchange information and ideas relative to food safety and trade issues. The Commission elaborates food standards that can be used by countries to facilitate trade. Codex performs its work through committees composed of delegates (government representatives) from member countries. Much of the work takes place through the circulation of working papers and other documents. The decisions affect the acceptability of food products in international trade; since the World Trade Organization uses the food standards to implement international trade rules.

**Charge**

(a) To complete and extend the work already done by relevant Codex Committees on the Draft Code of Practice for Good Animal Feeding; (b) To address other aspects which are important for food safety, such as problems related to toxic substances, pathogens, microbial resistance, new technologies, storage, control measures, traceability, etc.; and, (c) To take full account of and collaborate with, as appropriate, work carried out by relevant Codex Committees, and other relevant international bodies, including FAO, WHO, OIE and IPPC.

**Membership & Representation**

The Executive Board designates the representative and alternate representative for a 4-year term.

**Meetings**

Liaisons are expected to attend at least one meeting each year. Domestic meetings can be attended electronically. International meetings are held annually and will require travel. Electronic communication will take place between meetings.

**Cost**

The AVMA pays travel expenses for attendance at the meetings.

**Reports**

The reports of the liaison representative are referred to the Food Safety Advisory Committee for review, evaluation, and recommendations.

**Codex Alimentarius Commission, Committee on Food Hygiene** (*begins in 2012*)

Upon the establishment of an AVMA liaison to the Codex Alimentarius Commission, Committee on Food Hygiene, AVMA's input would be counted among input from U.S. government agencies, pharmaceutical companies, consumers, animal production groups, and other veterinary associations.

The Codex Alimentarius Commission provides a forum where member countries (governments) and international organizations can meet and exchange information and ideas relative to food safety and trade issues. The Commission elaborates food standards that can be used by countries to facilitate trade. Codex performs its work through committees composed of delegates (government representatives) from member countries. Much of the work takes place through the circulation of working papers and other documents. The decisions affect the acceptability of food products in international trade; since the World Trade Organization uses the food standards to implement international trade rules.

**Charge**

(a) to draft basic provisions on food hygiene applicable to all food; (b) to consider, amend if necessary and endorse provisions on hygiene prepared by Codex commodity committees and contained in Codex commodity standards, and (c) to consider, amend if necessary, and endorse provisions on hygiene prepared by Codex commodity committees and contained in Codex codes of practice unless, in specific cases, the Commission has decided otherwise, or (d) to draft provisions on hygiene applicable to specific food items or food groups, whether coming within the terms of reference of a Codex commodity committee or not; (e) to consider specific hygiene problems assigned to it by the Commission; (f) to suggest and prioritize areas where there is a need for microbiological risk assessment at the international level and to develop questions to be addressed by the risk assessors; and, (g) to consider microbiological risk management matters in relation to food hygiene and in relation to the risk assessment of FAO and WHO. (The term "hygiene" includes, where necessary, microbiological specifications for food and associated methodology.)

**Membership & Representation**

The Executive Board designates the representative and alternate representative for a 3-year term.

**Meetings**

Liaisons are expected to attend one meeting each year. Meetings alternate between the United States and a developing country. Electronic communication will take place between meetings.

**Cost**

The AVMA pays travel expenses for attendance at the meetings.

**Reports**

The reports of the liaison representative are referred to the Food Safety Advisory Committee for review, evaluation, and recommendations.

[\(Return to Standard Setting and Policy Development Section in Report\)](#)



**SUMMARY OF ANNUAL EXPENSES FOR AVMA INTERNATIONAL ACTIVITIES**

	<b>2011</b>	<b>2012</b>
Salary/Benefits	\$356,218.00	\$348,355.00
Travel*	\$142,371.00	\$121,110.00
Vet2011	\$125,782.00	\$0.00
Meetings**	\$23,580.00	\$16,260.00
Organizational Member Dues†	\$31,523.00	\$38,735.00
AVMA Support of Symposia/Workshops‡	\$5,000.00	\$60,000.00
Subscriptions	\$4,000.00	\$4,000.00
Student Activities	\$12,339.00	\$15,433.00
Officer Stipends¶	\$12,675.00	\$12,025.00
<b>Total International Expenses</b>	<b>\$713,488.00</b>	<b>\$615,918.00</b>
<i>Total Projected or Budgeted Expenses</i>	<i>\$29,062,021.00</i>	<i>\$29,875,336.00</i>
<b><i>International expenses as a percentage of total projected or budgeted expenses</i></b>	<b><i>2.46%</i></b>	<b><i>2.06%</i></b>

\* Includes all travel except that that of the Vice President and Assistant Director of Membership and Field Services to student organizations at international veterinary schools; latter is accounted for in Student Activities. Please also see table on following page for further delineation of travel expenses.

\*\*AVMA entity meetings (e.g., Committee on International Veterinary Affairs, International Accreditors Working Group, etc.).

†Includes AVMA dues for membership in international organizations and staff memberships in relevant international organizations.

‡In 2011, AVMA provided \$2,500 each to support the International Society for Applied Ethology Meeting and the Workshop on the Assessment of Animal Welfare at Farm and Group Level; in 2012, the AVMA will host the Animal Welfare Symposium on International Harmonization of Euthanasia Methods, with expenses offset by income from sponsors.

¶For officer who receive stipends (President, President-Elect, Vice President, and Board Chair); amount of stipend related to international activities is based on percentage of time spent on AVMA work that each officer focuses on international activities.

*(continued on next page)*

**INTERNATIONAL TRAVEL EXPENSES**

	<b>2011</b>	<b>2012</b>
Officer/Spouse*	\$46,846.00	\$31,500.00
District Director/Spouse	\$4,953.00	\$0.00
EVP/Spouse	\$22,908.00	\$11,900.00
Staff**	\$33,575.00	\$35,510.00
Liaison†	\$13,536.00	\$29,300.00
Other Volunteer‡	\$9,278.00	\$0.00
COE Site Visits¶	\$11,275.00	\$12,900.00
<b>Total International Travel</b>	<b>\$142,371.00</b>	<b>\$121,110.00</b>

\*Excludes Vice-President’s presentations to students at international schools.

\*\*Excludes staff travel for COE site visits or presentations to students at international schools.

†Includes travel expenses for the AVMA Director of International Affairs, Representative to US Delegation to the OIE , Representative to the PANVET Directive Council, Councillor to the WVA , Representative to WSAVA, Liaison to the US Delegation to the Codex Committee on Residues of Veterinary Drugs in Foods, Liaison to the US Delegation to the Codex *ad hoc* Intergovernmental Task Force on Animal Feeding, Liaison to the US Delegation to the Codex Committee on Food Hygiene, Liaison to the European Board of Veterinary Specialization (EBVS), Liaison to the International Veterinary Specialty Working Group, Animal Welfare Committee liaison to the Canadian Veterinary Medical Association’s Animal Welfare Committee.

‡Includes approved travel for AVMA volunteer leaders to participate in international meetings on AVMA’s behalf.

¶Includes travel-related expenses for AVMA staff, COE, and local veterinary medical association members of site teams evaluating accredited Canadian veterinary schools (refer to [Veterinary Education section in Report](#) for additional details) .

(continued on next page)

**SUMMARY OF ANNUAL AVMA INTERNATIONAL INCOME**

	<b>2011</b>	<b>2012</b>
Member Dues*	\$210,900.00	\$210,900.00
Subscriptions	\$227,500.00	\$227,500.00
World Veterinary Year**	\$71,500.00	\$0.00
Veterinary School Accreditation†	\$52,740.00	\$100,000.00
Outside Sponsorship‡	\$3,647.00	\$60,000.00
<b>Total International Income</b>	<b>\$566,287.00</b>	<b>\$598,400.00</b>
<i>Total Projected or Budgeted Income</i>	<i>\$30,247,409.00</i>	<i>\$29,939,150.00</i>
<b><i>International income as a percentage of total projected or budgeted income</i></b>	<b>1.87%</b>	<b>2.00%</b>

\*International memberships and applications from ECFVG candidates (international veterinary graduates).

\*\*Includes AVMF sponsorship for international exchanges or travel.

†Includes all accreditation fees collected or anticipated from veterinary schools outside the United States, including Canada (refer to [Veterinary Education section in Report](#) for additional details)

‡Includes AVMF sponsorship for staff travel in 2011 and anticipated sponsorship for the AVMA 2012 International Animal Welfare Symposium.

[\(Return to Veterinary Education Section in Report\)](#)

[\(Return to Member and Student Services Section in Report\)](#)

[\(Return to AVMA’s Global Veterinary Activities—Expenses and Income Section in Report\)](#)