

**Implementing Debt Summit Priority Recommendations  
June 12, 2016**

		<b>CHAMPIONS' CHARTER / ACTIONS</b>		
		<b>NATIONAL</b>	<b>STATE/LOCAL</b>	
	<b>Big Picture</b>	<p align="center"><b>Overall, the objective is to enable and accelerate the implementation of the summit recommendations either system-wide or at as many locations as possible, and to share experiences and progress while doing so. Specifically, moving from talking to doing, while minimizing the use of time-consuming written reports</b></p>		
		<ol style="list-style-type: none"> <li>1. Act as a resource to pool/share best practices</li> <li>2. Measure implementation across the system, at many locations</li> <li>3. Act as the national advocate for system changes, to governments etc.</li> <li>4. Regularly discuss progress among group members</li> <li>5. Provide verbal updates regularly (quarterly) to group Reporter</li> </ol>	<ol style="list-style-type: none"> <li>1. Take leadership in implementing summit recommendations at local level (single location)</li> <li>2. Regularly discuss progress/challenges among the group's members (and to the profession)</li> <li>3. Share best practices</li> <li>4. Provide verbal updates regularly (quarterly) to group Reporter</li> </ol>	<b>Detailed Summit Recommendations</b>
1	<b>DVM Scholarships (local &amp; national effort)</b>	<ol style="list-style-type: none"> <li>1. Collect data from all CVMs - report publically</li> <li>2. Disseminate best practices</li> <li>3. Study potential for national 'campaign'</li> </ol>	<ol style="list-style-type: none"> <li>1. Report on local process best practices (what works)</li> <li>2. Implement best practices, report progress</li> <li>3. Set targets, report metrics (incl. DIR impact)</li> </ol>	Charge colleges to work through AAVMC with AVMA to develop a multifaceted national campaign to fund raise new money for DVM student scholarships o Develop metrics to measure success o Set annual goal that includes reducing DIR
2	<b>Professional Skills Integrated in the DVM Curriculum</b>	<ol style="list-style-type: none"> <li>1. Track progress among all CVMs</li> <li>2. Disseminate best practices</li> <li>3. Involve employer-groups to better define day #1 prof. skills</li> <li>4. Engage CoE to confirm changes are/will be approved</li> </ol>	<ol style="list-style-type: none"> <li>1. Review local curriculum + NAVMEC competencies</li> <li>2. Identify how to integrate prof. skills in tech. courses</li> <li>3. Involve local employers</li> <li>4. Share itegration concepts with others in group</li> <li>5. Implement changes and measure benefits to DIR</li> </ol>	Structure clinical year with emphasis on Day 1 competencies--doing the common things uncommonly well New grads ability to generate new revenue (higher salary) sooner o Increase graduate confidence in their abilities to raise money by decreasing the perceived need internships and promoting practice ownership o Challenge the paradigm that the best way to train vet students is by specialist which could also reduce costs Short term: Colleges adopt VBMA Core Competencies to emphasize in current curriculum throughout veterinary education We will seek out professional partners and serve as partners ourselves to help guide and receive guidance in developing our professional skills and core competencies Train faculty and staff in the adopted core competencies and how to incorporate them in other teaching models, while giving students the ability to effectively evaluate this integration. Ask directly for support
3	<b>5-6 Year DVM (incl. pre-vet) to reduce total tuition</b>	<ol style="list-style-type: none"> <li>1. Launch initiative to standardize pre-reqs nationally</li> <li>2. Engage CoE to better define the 'rules'</li> <li>3. Track progress among all CVMs</li> <li>4. Disseminate best practices and experiences (e.g. host a national forum on this topic)</li> </ol>	<ol style="list-style-type: none"> <li>1. Identify must-have pre-reqs (start afresh)</li> <li>2. Interact with high schools and undergrad colleges to determine implementation steps &amp; challenges</li> <li>3. Review others' experiences</li> <li>4. Create new curriculum, implement and measure</li> </ol>	Commit to working on the development of a 5-6 year DVM program that will result in the DVM degree o Work with local undergrad institutions o Admit students into program out of high school o Get pre reqs done in undergrad and then admitted into DVM program o Review current curricula & identify ways to make it more efficient & decrease # of semesters o Work with COE o Offers 2 extra years of income generating ability
4	<b>Workplace On-Boarding (best practices earning potential)</b>	<ol style="list-style-type: none"> <li>1. Assemble relevant on-boarding tools from multiple employers</li> <li>2. Create benchmark tools (for different workplaces)</li> <li>3. Disseminate benchmark tools</li> <li>4. Measure uptake and impact</li> </ol>	<ol style="list-style-type: none"> <li>1. Measure baseline for current on-boarding (incl. \$)</li> <li>2. Implement benchmark tools, specific to workplace</li> <li>3. Change mgmt successes and challenges among group</li> <li>4. Measure new employee performance, cf baseline</li> </ol>	Immediately: <b>Create</b> Tool Kit for Best Practices Disseminate the tool kit Assessment of the tool kits impact on Debt to income Commitments: After this summit, WE commit to ...Creating the Tool Kit for best practices

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5	<b>Focus on Preventive Medicine (earning potential)</b>	<ol style="list-style-type: none"> <li>1. Create an implementation plan for all practice sizes</li> <li>2. Create CE programs (regional?)</li> </ol>	<ol style="list-style-type: none"> <li>1. Strive to implement Commitment in recommendations</li> <li>2. Share experiences among group (challenges)</li> <li>3. Measure impact on practice and DVM income</li> </ol>	<p><b>Promote</b> positive culture of preventative care within staff and beyond Continue to promote student externships utilizing word of mouth and the AVMA externship locator tool</p> <ul style="list-style-type: none"> <li>o offer housing, engage students in development of preventative health care program, advertise externship on AVMA/AAHA/AAEP/AABP, etc.</li> </ul> <p>Work to integrate veterinarians into Not-for-profit, municipality run shelter and collaborate on best practices to providing wellness care to the local pet population</p> <ul style="list-style-type: none"> <li>o Identify one specific agency to work with</li> </ul> <p>Offer CE Programs to promote these topics Commitment Statement: Focus on Preventative Care: Individually actively promote and embrace a positive culture around preventive medicine by engaging colleagues, associations, teaching institutions and industry in using resources that are currently available, particularly Partners for Healthy Pets or using other resources for other species as a structure to create resources as a guide to open more opportunities for recent grads to earn more income</p>
6	<b>Career Awareness to DVM Students (choices, breadth)</b>	<ol style="list-style-type: none"> <li>1. Identify path(s) to practice ownership</li> <li>2. Create analysis of (all) career opportunities and financial impact (earning potential) for CVMs to use</li> <li>3. Broaden career awareness in High School &amp; pre-vet</li> </ol>	<ol style="list-style-type: none"> <li>1. Integrate different caareers into teaching modules</li> <li>2. Invite DVMs from different careers to talk to students</li> <li>3. Review &amp; update admissions process</li> <li>4. Implement changes - share impact &amp; challenges</li> </ol>	<p>Reformulate in OUR heads what it means to be a vet- get out of your own bubble</p> <ul style="list-style-type: none"> <li>o Start the conversations early. As the family vet to explain all the opportunities in vet med to those young people with interest in vet med</li> <li>o Educate about opportunities in vet med to various ages of school kids (AVMA and others)</li> </ul> <p>Promote Small Business Ownership as an excellent career opportunity</p> <ul style="list-style-type: none"> <li>o Encourage young veterinarians (women) to own a business FIX THE DEBT THROUGH DEBT</li> <li>o Reach out to Live Oak Bank rep</li> <li>o WVLDI</li> </ul> <p>Reconsider compensation packages for new grads/associate veterinarians</p> <ul style="list-style-type: none"> <li>o Reconsider the standard % that is expected compensation for an associate</li> <li>o Dig into where this number comes from and if it's appropriate</li> <li>o Add business shares to a compensation package</li> </ul> <p>Outreach by employers at SAVMA symposium to reach veterinary students in multiple career paths Commitment: We are going to Stop thinking about our profession in a small constricted way We are going to work to promote practice ownership as an attractive alternative career. Gather existing materials and consolidate into one simple message on career opportunities (via digital media)a course prior to application) Develop an infographic with all data/information Advocate for well-resourced career guidance counselors Educate faculty/local practitioners/public</p>
7	<b>Student Financial Literacy (advisors, CVM report cards)</b>	<ol style="list-style-type: none"> <li>1. Create a standardized financial report card</li> <li>2. Collect data from every school - on VMCAS application</li> </ol>	<ol style="list-style-type: none"> <li>1. Appoint a financial advisor/councillor</li> <li>2. Require all pre-vet applicants to complete a financial literacy interactive module</li> <li>3. Complete an annual report card</li> </ol>	<p>By 2017 (class of 2021) require all pre-vet applicants to complete a financial literacy interactive module (short term—long term, complete a course prior to application)</p> <ul style="list-style-type: none"> <li>☑ Standardized financial report card from every school required on VMCAS application</li> <li>☑ Financial advisor available at EVERY school with mandatory individual annual appointments</li> </ul>
8	<b>Practice Ownership Literacy (entrepreneurship)</b>	<ol style="list-style-type: none"> <li>1. Identify ways to promote entrepreneurship at national venues</li> <li>2. Organize an Entrepreneurship Summit</li> </ol>	<ol style="list-style-type: none"> <li>1. Include financial factors in on-boarding</li> <li>2. Be prepared to share experiences among the group</li> </ol>	<p>Change the mindset from ownership to entrepreneurship. Entrepreneurial summit in 2017: students, recent grads, current owners and entrepreneurs, sponsors and industry.</p>
9	<b>Advocacy to Governments (funding for VM education)</b>	<ol style="list-style-type: none"> <li>1. Advocating, lobbying at the national level for legislation that would impact loan rates (choice, flexibility, lower cost)</li> </ol>	<ol style="list-style-type: none"> <li>1. State VMAs working with members in district to advocate for legislation (choice, flexibility, lower cost, and funding)</li> </ol>	<p>Advocating, lobbying at the national level for legislation that would impact loan rates (choice, flexibility, lower cost State VMAs working with members in district to advocate for legislation (choice, flexibility, lower cost, and funding)</p>
10	<b>Minimize Cost of Borrowing (loan rates, subsidies)</b>	<ol style="list-style-type: none"> <li>1. Review and push bills as a start (restoring subsidies, abolish origination fees, refinancing...)</li> </ol>	<ol style="list-style-type: none"> <li>1. Educate students (as part of course work) - Awareness and counseling of sources of funding, costs of education, salaries, budgeting, living expenses, managing debt, etc (financial literacy test &amp; accreditation)</li> </ol>	<p>Educate students (as part of course work) – Awareness and counseling of sources of funding, costs of education, salaries, budgeting, living expenses, managing debt, etc (financial literacy test &amp; accreditation) Review and push bills as a start (restoring subsidies, abolish origination fees, refinancing...)</p>