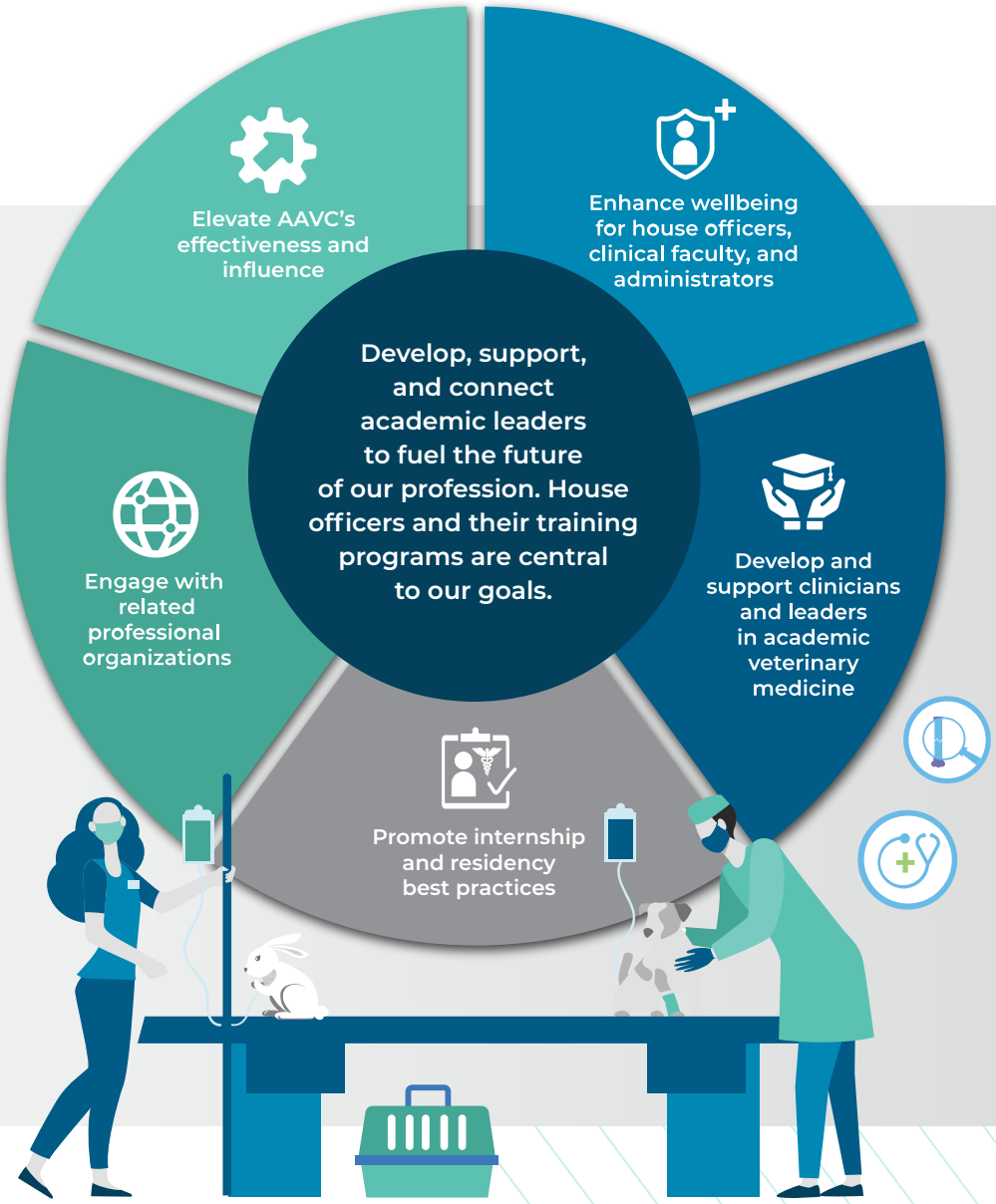
STRATEGIC PLAN

The American Association of Veterinary Clinicians (AAVC)

was founded in 1958 and has a long history of supporting academic veterinary medicine, most notably through the Veterinary Internship and Residency Matching Program (VIRMP). In the spring of 2021, the AAVC Executive Committee prioritized the development of a strategic plan that would be inclusive, mission-driven, and focused on our unique strengths. The process was guided by a strategic planning steering committee, that collaboratively organized a virtual summit. More than 50 people attended the summit, including faculty as well as academic and industry leaders, who contributed ideas that became the DNA of our strategic plan.

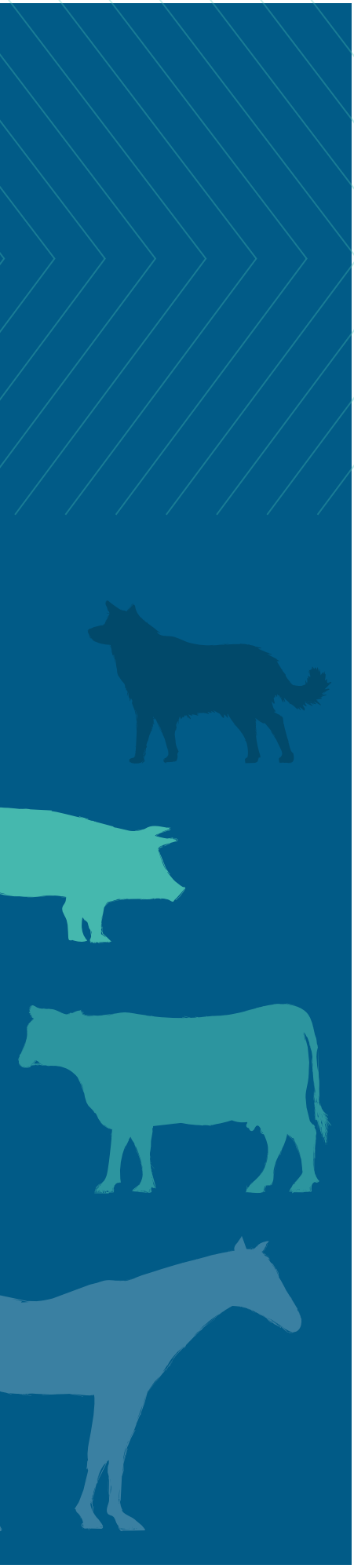
This strategic plan outlines the AAVC vision and mission, key priorities, and our enabling strategies. The strategic plan is a living document and will be updated to reflect the evolving academic and industry landscape, as well as opportunities unique to the AAVC.

VISION



MISSION

The professional development, wellbeing, diversity, and inclusivity of all interns and residents as well as academic veterinarians is key to our mission of outstanding clinical veterinary instruction. We are committed to collaboratively advocating for solutions and engaging other organizations as we work to elevate teaching, service, and research at all veterinary academic institutions.



GOALS & STRATEGIES >>

Strategic Priority:

Enhance wellbeing for house officers, clinical faculty, and administrators

The wellbeing of our clinical workforce remains a challenge for the veterinary profession, and AAVC is committed to partnering with the American Association of Veterinary Medical Colleges to develop best practices and provide resources to meet this challenge. Supporting wellbeing is not only an ethical imperative – it is critical to achieving excellence in veterinary medicine and higher education.

Develop programs and mechanisms that enhance house officer wellbeing.

Develop new programs and materials to promote faculty and administrator wellbeing.

Strategic Priority:

Develop and support clinicians and leaders in academic veterinary medicine

The AAVC will expand its professional development offerings and become a hub for residents, faculty and administrators who wish to grow their academic careers. We aspire to connect individuals across institutions and specialties, leveraging our own expertise and that of outside organizations.

Create and deliver professional development programs that span the careers of veterinary academic clinicians.

Support networking opportunities that connect academic veterinary clinicians.

Strategic Priority:

Promote internship and residency best practices

Increasing the diversity of veterinary graduates who apply to become interns and residents is essential to the expansion and broadening of academic veterinary medicine. Many will be our future academic and industry leaders, and all will play a critical role in expanding both the standard and spectrum of patient care. AAVC is committed to investing in interns and residents, through continuing evolution of professional development offerings, and by promoting best practices as they relate to wellbeing, selection, and workplace climate.

Promote best practices for intern and resident recruitment and selection.

Champion best practices for internship programming.

Strategic Priority:

Elevate AAVC's effectiveness and influence

The AAVC aspires to broadly impact our profession and is uniquely positioned to support and develop interns and residents into clinical faculty, and to expand the professional and leadership training opportunities for clinical faculty and academic leaders. This priority will require key investments in technology, as well as efforts to generate awareness within the profession and enhance our inclusion of members in the mission of our organization.

Invest in technology infrastructure and online presence.

Generate general awareness of AAVC within Academic Veterinary Medicine and increase the perceived AAVC value proposition.

Foster an inclusive and involved membership culture that offers multiple avenues for life-long connection and involvement.

Strategic Priority:

Engage with related professional organizations

We firmly believe that fully achieving our vision will require strong collaborations within the profession and across related fields. The AAVC values shared organizational learning and cross-pollination as pathways to grow organizationally.

Collaborate with veterinary and human-health organizations to leverage areas of shared interest and improve benefits to AAVC members.

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