

**RESOLUTION #2 —2021 (Version 2)  
Winter Session**

Submitted by  
Arizona Veterinary Medical Association  
Alaska Veterinary Medical Association  
Florida Veterinary Medical Association  
Indiana Veterinary Medical Association  
Michigan Veterinary Medical Association  
Nebraska Veterinary Medical Association  
New Mexico Veterinary Medical Association  
New York State Veterinary Medical Society  
Oklahoma Veterinary Medical Association  
Oregon Veterinary Medical Association

**EXPANSION OF DUES REDUCTION FOR NEWER GRADUATES**

**RESOLVED**, that the American Veterinary Medical Association (AVMA) House of Delegates (HOD) adopt the revised dues structure for recent graduate veterinarians as noted below (additions are underlined; deletions are ~~struckthrough~~).

**Reduced Dues for Recent Graduates Complimentary Membership for Graduating Veterinary Students**

A graduating member in good standing of an organization represented in the Student AVMA House of Delegates shall automatically be granted Voting membership in the Association upon graduation. This includes complimentary membership until January 1st of the year following graduation.

A member in good standing shall be defined as:

1. Paid membership dues each year the student is in veterinary school
2. Certified by their local student organization that they have met their respective good standing requirements prior to graduation

The graduates who are automatically converted pay no membership dues for the remainder of their graduating year and reduced dues (~~50~~25% Active member dues) for the first full year after graduation, reduced dues (50% Active member dues) for the second full year after graduation, and reduced dues (75% of Active member dues) for the third full year after graduation. ~~two years following graduation.~~ All other graduating veterinary students must complete an application for AVMA membership, pay prorated reduced recent graduate dues for the year they graduate and are granted reduced dues (50% Active member dues) for one year following graduation.

Members in good standing who are pursuing a full-time program of graduate study, postgraduate study, internship, or residency at an accredited college or university; or pursuing an internship listed by an allied organization in the House of Delegates; or in a residency approved by an AVMA-recognized veterinary specialty board or college are

also eligible for a reduction in dues of 50%. Reduction of dues under this policy is limited to a total of no more than seven years for any individual.

The HOD recommends that the Board conduct a programmatic review in three years to assess its success and report its findings to the House of Delegates. The House may then extend, modify, or cancel the program. This dues reduction shall begin at the next renewal date for SAVMA members who graduate as a member in good standing. No reimbursement for past dues shall be made.

### **Statement about the Resolution**

The goal of this resolution is to financially assist recent graduates who are often burdened with substantial student loan debt, while bonding them to the AVMA as lifelong members. Statistics show that the greatest attrition of AVMA membership occurs within the first five years after graduation. If we keep members beyond that point, they generally stay with the Association the rest of their lives. This program makes it financially appealing for new graduates to become and remain members of the AVMA. Below is a comparison between the proposed structure and current structure for graduates who are SAVMA members in good standing:

Dues for the balance of the year of graduation: \$0.00 (current)

Dues for first full year after graduation: 25% of regular dues (currently 50%)

Dues for the second full year after graduation: 50% of regular dues (current)

Dues for the third full year after graduation: 75% of regular dues (currently 100%)

With this dues reduction, the AVMA makes a clear statement that it has a willingness to act and support new veterinarians at a time in their careers when they need it most. This policy is a tangible benefit that can be quickly implemented and will not cause additional work for staff.

Currently graduating SAVMA members in good standing receive membership free of charge the year they graduate and then get a 50% reduction in dues for the next two consecutive renewal periods. The proposed program offers an additional 25% reduction of dues in the first and third renewal period after graduation. The second renewal year remains unchanged at 50% off the full regular dues rate.

A good part of the cost of this program may be recovered by an increased number of membership renewals. If the majority of recipients of this benefit program remain members for life, the upfront cost of this program would be reduced, our membership numbers will increase, and this program could actually generate positive net revenue for the AVMA over time.

The table below represents the number of graduates from the previous three graduating classes (2017-2019) who have paid 2020 membership dues (as of October 31, 2020). It shows the dues revenue that was generated from these 3 classes at the current price points (\$180/\$180/\$360). It then shows what the dues revenue would have been for these same members using the proposed pricing (\$90/\$180/\$270). The comparison illustrates the potential one-year financial impact of the price reduction assuming no change to the number of members resulting from that change. That one-year impact is shown as \$520,470.

Year of Graduation	Recent Grad Members	Current Dues	Proposed Dues	Variance
2019	2975	\$ 535,500	\$ 267,750	\$ 267,750
2018	2956	\$ 532,080	\$ 532,080	\$ -
2017	2808	\$ 1,010,880	\$ 758,160	\$ 252,720
<b>Total</b>		<b>\$ 2,078,460</b>	<b>\$ 1,557,990</b>	<b>\$ 520,470</b>

**Financial Impact:** \$520,470 annually

	Board of Directors	House Advisory Committee	Reference Committee #4	House of Delegates
<b>Recommend Approval</b>				
<b>Recommend Disapproval</b>				
<b>Recommend Referral to...</b>	*BOD for consideration by SMC and BFRC	BOD for consideration by SMC and BFRC	BOD for consideration by SMC and BFRC	BOD for consideration by the SMC and BFRC
<b>No Recommendation</b>				
<b>Recommend Postpone Indefinitely</b>				
*A document detailing the BOD's rationale for its recommendation to refer is linked <a href="#">here</a> .				