

Dr. Howe- I want to thank Dr. Howe for his wealth of knowledge and his mentorship, not just about the AVMA or the profession, but about life as well.

Dr. Arce, mi amigo, gracias for serving as a sounding board, a friend, and a source of laughter. I look forward to supporting you this year as you represent our profession.

Thank you to Madison, Zach, and Dr. Kimberly Kratt.

I also want to thank the Board of Directors, House of Delegates, and the House Advisory Committee, and all of our volunteers.

I need to single out the team that makes this happen, All the AVMA Staff

Here some of my thoughts prior to my election- My theme We are Legos, what piece to we each play and we must connect.

In an article in JAVMA June of 2019, I talked about Diversification of our profession, mental health and wellbeing, telehealth and AI, Financial wellbeing of our students and recent graduates.

And then COVID came; acceleration of Social Justice challenges ; accentuated staffing shortages. We needed to pivot quickly.

That was 1 trip around the sun, 525960 minutes, Once in a lifetime

That was Last year and today we take the next step and look forward. Scan the horizon for challenges, and more importantly, opportunities. I am going to talk about a few.

We need to continue to work on Diversification of our organization and our profession and we will. This will take a sustained effort.

Telehealth-The keys to successful integration are understanding how to monetize telehealth, and, most importantly, understanding how it impacts the standard of care and interacts with states' definitions of VCPR across all aspects of our profession. We have the resources for this point in time but the future is coming quickly.

Mental health and wellbeing is an issue for all professionals but especially for veterinarians. Mental wellbeing is a challenge that can be managed and not fixed. However, no veterinarian should be facing this challenge alone. If you have not signed up for AXONs workplace wellbeing or at a minimum of QPR training, please do it.

Work Force Shortage; We need to focus on cultivating a culture to move into the profession at all levels. The narrative has been primarily negative. If we continue the negative themes, we will not attract more but probably as important we will push more people out of this great profession. For me, I cannot think of anything better than being a veterinarian. That does not mean it was a smooth road. Once we attract more great minds to become, Customer Care Specialists, veterinary technicians and doctors, we need to have a culture to keep them. It is not enough to continue to produce more, we must stop the stop the loss.

New Graduate Debt Load-It may be time to develop a financial academy to fill the gap for veterinarians and students. Such a continuing education opportunity should provide not only business education, but personal financial education opportunities and resources as well. I see a vision for creating benchmarks for defined areas of our profession.

We are scientist. We also cannot lose focus on emerging diseases including zoonotic disease; Anti-Microbial Stewardship; Public health; and research.

Smooth roads are fine but challenges may lead to more personal and professional growth

We must find a way to have constructive, professional debates on issues. It is ok to disagree. It is ok to fail. That is not an end, it is an education.

We must continue to own our profession; It is privilege to serve and always remember who we serve.

Saying that, It has been my honor and privilege to serve as your president