Our vision
To be the trusted leader in protecting, promoting, and advancing a strong, unified veterinary profession that meets the needs of society.

Our mission
To lead the profession by advocating for its members and advancing the science and practice of veterinary medicine to improve animal and human health.

Our core values
Our core values drive the AVMA to be:

- **ETHICAL**: We act with integrity, honesty, and respect.
- **INCLUSIVE**: We represent and support a diverse community of veterinarians with unique perspectives.
- **SCIENCE-BASED**: We lead with science, providing trusted and evidence-based information, and promote research to improve the health and wellbeing of animals and humans.
- **ANIMAL-FOCUSED**: We support veterinarians in their stewardship of animal health and welfare and their role in promoting public health.
- **MEMBER-CENTRIC**: We are accountable to the needs of our members.
- **SUPPORTIVE**: We invest in the development of our staff and volunteer leaders.
- **FISCALLY RESPONSIBLE**: We practice prudent financial decision-making and accountability.
- **EFFICIENT**: We continuously assess and improve our delivery of products and services.
- **INNOVATIVE**: We promote creativity and embrace change.
Living Our Oath: Collaborate, Innovate, Activate

As veterinarians, we live by a solemn oath:

“Being admitted to the profession of veterinary medicine, I solemnly swear to use my scientific knowledge and skills for the benefit of society through the protection of animal health and welfare, the prevention and relief of animal suffering, the conservation of animal resources, the promotion of public health, and the advancement of medical knowledge.

“I will practice my profession conscientiously, with dignity, and in keeping with the principles of veterinary medical ethics.

“I accept as a lifelong obligation the continual improvement of my professional knowledge and competence.”

When we take our oath, we commit to these tenets. We also recognize that these are not solely individual endeavors; that it takes teams working together to fulfill our duties and responsibilities to our patients, to our clients, to each other, and to the work we do.

The same holds true for your national veterinary association, which has the duty of serving as the trusted leader in protecting, promoting, and advancing a strong, unified veterinary profession that meets the needs of society, and leads the profession by advocating for its members and advancing the science and practice of veterinary medicine to improve animal and human health.

All of these characteristics are reflective of the theme of this year’s AVMA Annual Report, “Living Our Oath: Collaborate, Innovate, Activate.” There has never been a more exciting time in veterinary medicine, and we are focused on collaboration, innovation, and activation now and as we look to the future.

Collaboration is essential because we all benefit from a diversity of perspectives.

Innovation is key because new challenges and opportunities require new strategies and approaches.

Activation is necessary to implement ideas into action, to succeed, and to thrive.

Together we accomplished much in 2023, as this annual report will demonstrate. In addition to what the following pages highlight, a few milestones we are excited to celebrate include:

• We built on our membership success, and we are excited to report that the AVMA is now home to more than 105,000 members!

• We continued to expand our media outreach. Five years ago, in 2018, we reached the public with our messaging through 6 billion media impressions. We’ve steadily grown that outreach, focusing on top-tier national, regional, and trade media, and we are thrilled to say that in 2023 we garnered more than 60 billion media impressions! All of this helps us spread the word on the important work you are doing and on issues related to veterinary medicine, promoting the value of the veterinary profession.

• Working together to advocate for our profession before legislatures, agencies, and licensing boards has never been more important, and our advocacy efforts remained a cornerstone of our activities. In 2023, we monitored and tracked nearly 4,000 different bills on the state and federal levels. A key national focus was—and remains in 2024—supporting federal legislation that would keep xylazine as a viable drug for veterinary use.

Several critical issues also came to a head this past year—issues that have the potential to make a significant impact on the delivery of care to our patients, the structure of the profession, and veterinary medicine as a whole.

These include calls in some states for relaxing the veterinarian-client-patient relationship and the creation of a proposed mid-level position. As leaders in the veterinary profession, it is the AVMA’s role and responsibility to address these topics head-on, because our members, and your patients, clients, and colleagues, are counting on us to ensure that animal health and safety continue to be veterinary medicine’s number one priority.
There is no question that the past few years have been very difficult for veterinary practitioners and practices. We truly understand how this has impacted many in our profession. Veterinary workforce issues didn’t start with the pandemic, but COVID's disruptions certainly added to them. Some chose to retire, change jobs, or move to relief work, adding to workforce challenges across our industry.

Together, as we work through these challenges, we must consider all pertinent data, and separate short-term from long-term issues so that we can identify the right short- and long-term solutions. We believe that, rather than pursuing potentially dangerous proposals to address our workforce issues, we need to focus on practice team retention and wellbeing, full engagement of our veterinary team members, and the thoughtful adoption of technology. All contribute to practice effectiveness and efficiency—and go a long way toward meeting demand for veterinary services.

That is why it is so important for us to unify behind our common issues, to be engaged, and to work across the profession in a common desire to address our challenges. The AVMA is here for you every step of the way. Whether it is in the realm of advocacy, developing resources, or helping convene stakeholders from across the profession, we are here to serve you—our members. Because doing so is what drives us in our daily work. We are passionate about this service to you. We are passionate about the profession and about veterinary medicine.

This 2023 AVMA Annual Report highlights our key achievements in service to our members and the veterinary profession, focusing on the primary pillars of our ongoing AVMA strategy:

- **Driving lifelong member value in the AVMA**
- **Enhancing professional development and lifelong learning**
- **Advancing professional policy and practice**
- **Leveraging relationships and world-class advocacy efforts**
- **Ensuring a healthy and robust veterinary profession**

These pillars ensure that the organization’s initiatives reflect AVMA’s objectives and goals, help organize our member-focused activities, and ensure that resource allocation drives member value. Foundationally, these pillars guide us in our commitment to you. We will continue to work every day to help you thrive professionally and personally. We are committed to collaboration, innovation, and activation. You are our top priority, and we thank you for all you do.
Our volunteers
Strengthening the veterinary community

Our volunteers are critical to the AVMA’s success and relevance, and to helping us fulfill our mission. The AVMA’s activities and direction are driven by member insight and participation. That’s because they represent our members’ interests and priorities, and those define our work. They are at the heart of what we do.

From our Board of Directors to our House of Delegates and our dozens of councils, committees, task forces, panels, and working groups, our dedicated volunteers provide countless hours of technical knowledge and practical expertise. They are driven by a shared passion to ensure that the needs of our members are met, and that the veterinary profession remains strongly positioned to effect positive results.

These champions of animal health and welfare and public health also champion organized veterinary medicine. Subject-matter experts and leaders across the veterinary profession serve as AVMA volunteer representatives, speakers, and liaisons, sharing their knowledge with the greater veterinary community, and the perspectives, needs, and contributions of the profession with key stakeholders. Our members and other professionals provide their expertise and input as we develop resources, policies, and educational tools for the profession on issues as diverse as veterinary and veterinary technology education; veterinary economics; animal health and welfare; antimicrobial stewardship; compounding; new technology, including tools of telehealth; scope of practice; disaster response; human-animal interactions; food security; biomedical research; veterinary specialization; diversity, equity, inclusion, and wellbeing; One Health; and federal and state legislative and regulatory proposals.

AVMA volunteers help set the association’s priorities and guide the creation of resources that help veterinarians in day-to-day life and practice. Getting involved with the AVMA will empower you to bring forward and influence issues that are important to you and your ability to effectively practice veterinary medicine.

Our advocacy efforts are made stronger through the voices of our AVMA Congressional Advocacy Network (AVMA CAN). This community of more than 40,000 veterinarians, veterinary students, and friends of veterinary medicine is committed to protecting our profession. AVMA CAN members bolster our advocacy work by reaching out to lawmakers on legislation that impacts the practice of veterinary medicine and by sharing their personal stories on important issues.

To our volunteers both past and present—we thank you for all that you have done and continue to do. We are grateful to you for your service. And to those of you who are considering becoming one of our future volunteers, we welcome you!
Membership by growth

A record reached: 104,944

Membership by species

- Companion animal: 77,637
- No information provided*: 9,580
- Mixed Animal: 5,355
- Food animal: 4,954
- Equine: 4,713
- No species contact: 1,561
- Laboratory animal: 764
- Captive wildlife/wildlife: 380

Membership by employment sector

- Clinical Practice: 76,863
- No information provided*: 17,642
- Academia: 4,653
- Industry/commercial: 2,396
- Government: 1,908
- Other: 1,482

*The “No Information Provided” segments of the charts indicate that the AVMA is missing information in these areas. Please take a moment to help us gather this information by visiting the AVMA’s online Member Center at avma.org/MyProfile and updating your member profile. Doing so ensures your access to relevant AVMA information and helps the AVMA compile and maintain the most complete picture of the profession.
The veterinary workforce
Protecting our patients, serving our clients;
Identifying the right solutions
These are exciting—and challenging—times for veterinary medicine.

Today more than ever before, we have at our disposal more science, more technology, and greater ability to provide our patients with the care they need.

Veterinary researchers are continually finding new ways to diagnose and treat more injuries, illnesses, and conditions.

Public health veterinarians at both the state and federal levels are more engaged than ever in helping us all understand the myriad aspects of One Health and how animals, humans, and the environments they share benefit from recognizing these connections.

Food-animal veterinarians are working harder than ever to ensure the good health and welfare of the flocks, herds, and schools in their care, and the safety of our food supply.

Academicians are constantly looking for and implementing new ways for our veterinary students to learn and excel.

Those developing veterinary pharmaceuticals are doing cutting-edge work and providing us with new drugs that are safe and effective.

And state, allied, national, and international veterinary associations are more engaged than ever with the issues that affect veterinary professionals, and how we can best ensure the health, safety, and welfare of the animals in our care.

Workforce challenges

At the same time, the profession faces challenges related to our workforce, and the AVMA recognizes how difficult the past few years have been for so many of us. While hiring challenges existed within the profession before COVID, the pandemic exacerbated them. These challenges have placed significant pressure and stress on practitioners and practices, and the AVMA is committed to finding the right solutions to help veterinary teams now and into the future.

As we work together through these challenges, we must identify the right solutions. Hasty responses, such as proposals to create a new mid-level practitioner—when we don’t fully leverage the talented professionals we have—or allowing a veterinarian-client-patient relationship to be established electronically aren’t a fix. If pursued, these proposals will create more and different problems.

Instead, we believe that focusing on practice team retention and wellbeing, leveraging staff to the top of their degrees, and using technology to improve practice effectiveness will be instrumental and most impactful in addressing current challenges.

Throughout the entirety of 2023, the AVMA, together with many other stakeholders, worked tirelessly and collaboratively to better understand the workforce challenges we face and how to best address them in ways that will ensure the good health and safety of our patients, enhance our ability to practice veterinary medicine in all its forms, and continue to embrace a future full of possibilities.
From creating myriad resources for our members, to advocating for the health and safety of animals and sharing our positions on issues with everyone from the public to media outlets, legislators, policymakers, and professional organizations, no stone was left unturned.

Examples of our diverse and focused work in this critically important area include:

• The authorization in July 2023 of the AVMA Task Force on Emerging Technologies and Innovation, which is charged with developing a strategy to support practitioners faced with the challenges and opportunities of emerging technologies such as telemedicine, 3-D printing, wearables, virtual reality, advanced diagnostics, biomarkers and genetic testing, artificial intelligence, and electronic health record systems.

• The passage of a resolution by the AVMA House of Delegates in July 2023 calling for the AVMA to “vigorously defend the practice of veterinary medicine—which includes the ability to diagnose, prognose, develop treatment plans, prescribe, and/or perform surgery—against scope of practice expansions by non-veterinarians that threaten patient health and safety, the safety of animal products, and/or public health.”

• The activation of a new volunteer entity, The Committee on Advancing Veterinary Technicians and Technologists (CAVTT), which held its first meeting in October 2023 and identified priorities that include strategies for better leveraging veterinary technicians, securing title protection and licensing, and further exploring scope of practice and appropriate supervision for veterinary assistants, veterinary technicians, veterinary technologists, and veterinary technician specialists. The CAVTT’s efforts are an important part of the AVMA’s overarching work to address the workforce issues facing veterinary practices, including staffing shortfalls, stress, burnout, and high turnover across our teams. The CAVTT is working collaboratively with the AVMA Committee on Veterinary Technician Education and Activities, which oversees accreditation of veterinary technology education programs.

• A focus on veterinary workforce topics, including supply and demand related to veterinarians and veterinary services, the mid-level practitioner, and the VCPR, at the Veterinary Information Forum held during the AVMA House of Delegate’s (HOD) meeting on Jan. 5, 2024. Throughout these discussions, several consistent themes emerged. We clearly heard the importance of making sure that any suggested changes to the delivery of veterinary services are based on accurate workforce numbers. HOD members expressed concerns about proposals to establish a mid-level position and allowing the virtual establishment of a VCPR. Comments were made regarding the lack of an educational and regulatory structure for the mid-level practitioner, and the impact of it and the virtual VCPR on the quality of services provided for animals and our clientele.

• Throughout the year, the AVMA leveraged its communications channels to share relevant information on workforce issues with our members, legislators, and the public. We published numerous blogs and news articles on workforce topics, and we placed several op-eds in both trade and consumer media. AVMA President Dr. Rena Carlson participated in many media interviews and forums, sharing our perspective on challenges faced by the profession. The AVMA also joined several panels, podcasts, and webinars where workforce issues were discussed. We conducted a Pet Owners Attitude Survey in October 2023 that found a majority of pet owners prefer to meet a veterinarian in-person before allowing them to care for their pet. The survey also indicated that service demands were normalizing and that most pet owners are no longer experiencing excessively long wait times to see a veterinarian. We amplified all of the AVMA’s engagement and new content on our social media channels.

This all reflects how the AVMA works every day on behalf of our members to help ensure our colleagues can continue to provide high-quality services that are so important to the health and welfare of animals and the public.
Targeting our efforts

When we talk about workforce, it is important to recognize that different practice sectors have different challenges, and that targeted approaches are needed. Areas where we must look more closely are shortages of veterinarians in emergency practice; specialty practice; shelters; academia; veterinarians in rural areas, particularly in food animal and equine practice; and public health. These segments have unique, long-standing barriers to attracting and retaining veterinary professionals, and they require tailored solutions to reverse these trends.

These challenges will not be addressed simply by adding more veterinarians to the profession, nor by the introduction of a mid-level position or relaxing the VCPR, and the AVMA continues to work collaboratively with our allied and state veterinary medical associations and other partners to better define, identify, and implement practical solutions to address these barriers.

Taking action now

While we’re working on solutions to these complex workforce challenges, there are things we can do right now to make a difference across the profession. We can fully leverage our practice staff, in particular veterinary technicians, veterinary technologists, and veterinary technician specialists; improve workplace culture and wellbeing so that we retain staff, reducing both turnover and attrition; and look for opportunities to integrate better processes and technology, including the appropriate use of telemedicine, to help maximize the efficiency of our practices. These actions will have immediate and long-term positive impacts on the veterinary workforce.

The AVMA understands the impact of our current workforce challenges because our members tell us what they are experiencing every day. Be assured that we empathize with practitioners and their teams and are committed to addressing these challenges. We look forward to working with our colleagues across the veterinary community in the months and years ahead to support veterinary professionals while protecting animals, their owners, and the public.

“... we believe that focusing on practice team retention and wellbeing, leveraging staff to the top of their degrees, and using technology to improve practice effectiveness will be instrumental and most impactful in addressing current challenges.”
Driving lifelong member value in the AVMA

Every veterinarian has a home in the AVMA community. It’s a place where veterinarians from all facets of the profession can access valuable products and services at all stages of their career and life. We’re working every day to develop practical tools and resources that members can utilize to improve their practices, careers, and lives.
Diversity, equity, and inclusion

Action
In 2023, the AVMA established the Frederick Douglass Patterson Lifetime Achievement Award and was honored to bestow the inaugural award on Dr. Willie Reed, dean of the Purdue University College of Veterinary Medicine. The award aims to recognize individuals who have significantly contributed to the veterinary profession through innovative and transformative leadership in promoting DEI.

Impact
The establishment of an AVMA diversity, equity, and inclusion award formally recognizes the efforts and achievements in promoting diversity, equity, and inclusion. It signals a commitment to these values at the highest levels and can yield tangible benefits in terms of member morale and business innovation.
Veterinary economics

**Action**

Key to substantive conversations about the future of the veterinary workforce is a solid evidence base of data and research-backed insights relevant to veterinary business that support strategic, profession-level decision-making. The AVMA delivered on these insights through the annual economic survey program, including the Graduating Senior Survey, the Census of Veterinarians, the Practice Owner Survey, and the Pet Owner Survey; publication of landmark research on veterinary practice efficiency; investment into ongoing research on leveraging the veterinarian-led team; and research into organizational interventions to address burnout among veterinarians. Additionally, the Veterinary Industry Tracker, a collaboration between the AVMA and Vetsource, leverages data from Practice Information Management Software to provide an interactive dashboard of veterinary practice performance indicators at a national level.

**Action**

Published in March and available for free to all AVMA members, the 2023 AVMA State of the Profession report provides detailed data and insights on the major trends affecting our profession. These include labor markets, compensation, debt, wellbeing, diversity, and practice characteristics. The report can help guide you toward the right decisions for your career and your practice.

**Action**

Launched in 2023, the AVMA’s “Just One Thing” provides short-form content focused on actions that can be taken in 15 minutes or less to move the needle on operational efficiency and leveraging the veterinarian-led team.

**Impact**

The AVMA’s efforts to explore relevant data sources and broadly share the insights ensures the best information and most applicable insights are at member’s fingertips.

**Action**

The 11th Annual AVMA Veterinary Business and Economic Forum, the premiere event for business and economic content for the veterinary industry, was the most attended forum in history, and opened with an interactive address from Federal Trade Commission Chair Lina M. Khan.

**Impact**

By bringing the latest data and research, connecting veterinary practice leaders with key economic and business experts within and outside of the profession, and distilling key insights into easily digestible 3-2-1 Insight to Action Guides, the event equipped attendees with the tools to drive success.

**Action**

The Language of Veterinary Care Initiative expanded in 2023, with updates to existing resources and the addition of new resources for veterinary teams focused on building relationships with clients and supporting cost-of-care conversations.

**Impact**

The project delivers research-backed insights to equip the veterinary team with language and communication tools to best serve pet owners and provide care to their pets. With resources spanning educational webinars, educational sessions at key profession events, reference resources, and tactile table-top prompts, this project highlights how the AVMA is making a difference at the intersection of everyday challenges for members.
AVMA scientific journals

Action

In celebration of the Journal of the American Veterinary Medical Association’s 50th anniversary featuring cover art, the AVMA in 2023 published a coffee-table book, “JAVMArt Jubilee: Celebrating 50 Years of our Favorite Cover Art.” The book was recognized as “outstanding work” by Graphic Design USA and a winner in the organization’s 60th anniversary American Graphic Design Awards™ contest. In addition to the coffee-table book, the AVMA celebrated this artwork by displaying 25 of them at the 2023 AVMA Convention, where convention attendees voted for the top 12, which were featured in a collage on the cover of the April 2023 journal and were also reproduced in 2023 issues of the journal.

Impact

The veterinary art featured on the covers of JAVMA has brought joy to readers, AVMA members, and the veterinary community for more than five decades. The book, which featured more than 180 works of JAVMA cover art created over the years by veterinarians, veterinary technicians, veterinary students, and their families and friends, provided a lasting opportunity for this artwork to be showcased for the celebration and enjoyed by members for years to come.

Action

The editors in 2023 developed a space within our journals for articles centered around a clinical video that also included the hallmarks of a scientific paper, such as an abstract, references, and study objectives.

Impact

Our Technical/Tutorial Videos serve a unique purpose in that they can clearly demonstrate the reproducibility of a study’s methods, provide an easier way to visualize the information presented, and provide guidance to performing techniques correctly. The videos also provide authors an additional type of manuscript reflecting scholarly activity.

Action

The journals team began digitizing archived JAVMA and American Journal of Veterinary Research issues that pre-date the year 2000.

Impact

Digitization of these archived issues continued the journals’ commitment to reimagining the reader experience. News and leading-edge research now get to readers faster, and the groundbreaking, high-quality content that readers know to expect from the AVMA is at their fingertips.
Taking AVMA media efforts to the next level

Protecting, promoting, and advancing veterinarians and the veterinary profession requires a robust outreach and engagement strategy, and in 2023 the AVMA reached unprecedented, record-breaking media exposure and social media engagement.

Action

In 2023, the AVMA was the consistently trusted source for national, local, and international journalists looking for expert information about pet and animal-related news. Through news releases, interviews, responses to hundreds of inquiries from the media, and its social media channels, the AVMA consistently delivered timely information to the public about animal health and wellness, pet healthcare tips, and the latest news on association initiatives.

Impact

The AVMA was included in more than 25,000 news stories in 2023, with total media impressions of more than 60 billion, a 20 percent increase from our record-high number of impressions in 2022. High-profile placements included The New York Times, Wall Street Journal, CNN, NBC News, CBS News, USA Today, Washington Post, The Associated Press, NPR, and People Magazine, among many others. There also was a high level of media and social media engagement related to our Annual Convention, Veterinary Business and Economic Forum, National Dog Bite Prevention Week, and National Pet Week, as well as AVMA resources developed in response to the canine respiratory outbreak and AVMA’s Santa’s reindeer veterinarian exam video.

Impact

The AVMA’s social media outreach continued its strong growth, now surpassing 653,000 total followers (38,900+ new followers in 2023) and generating 37.5 million impressions. Videos shared on AVMA social media channels were viewed more than 1.1 million times—the highest number of video views in the history of the AVMA social media program.
Enhancing professional development and lifelong learning

The AVMA continues to lead the profession in providing unparalleled resources that advance veterinarians’ skills and education, helping our members enjoy rewarding and profitable careers. Our focus is on delivering relevant, practical, and fun educational opportunities, and developing partnerships that further expand our support for the profession.

Diversity, equity, inclusion, and wellbeing

Action

Journey for Teams, the AVMA’s educational diversity, equity, and inclusion program designed to introduce DEI concepts to veterinary professionals through micro-learning modules, continued to gain users and attract attention in 2023. Launched in 2022, Journey for Teams has garnered more than 17,000 users with more than 65,000 views worldwide. Fourteen major veterinary and other animal-focused organizations signed on as partners and collaborators.

Impact

One of the critical benefits of Journey for Teams is helping members understand and appreciate the experiences and perspectives in and across their organizations. As a result of this increased awareness and knowledge, a more inclusive workplace culture is formed. Employees who feel valued and respected are more likely to be engaged and committed to their work.

Action

A new AVMA certificate program, Workplace Wellbeing 2: Self and Social Awareness, launched in November 2023. The new online education program joins the Workplace Wellbeing 1: Setting the Foundation certificate program that was initially launched in 2019 and was revised in the fall of 2023. The Workplace Wellbeing 2 program consists of three modules, each providing one hour of continuing education:

- Self-Awareness: From Passion to Peace
- Enhancing Social Awareness
- Successfully Navigating Conflict: A Deeper Dive

Impact

Participants completing these online programs obtain continuing education and build skills in self-awareness, social awareness, and effective conflict management to help promote and enhance the wellbeing, inclusion, and belongingness of team members. Participants are able to identify the benefits of self-awareness and learn how to bring self-awareness practice into their work life; discover the beneficial impacts of social awareness on individuals, teams, and organizations; and learn healthy ways to manage conflict in the workplace.
SKILLS & EDUCATION

AVMA Annual Convention

Action
The AVMA Annual Convention was held in July in Denver, Colorado. With a theme of “Reaching New Heights,” the convention focused on providing more value for attendees while enhancing the overall experience and continuing education offered. Highlights included increased quantity, quality, and value of CE, partnership with the Colorado VMA, and a robust lineup of activities and events. A total of 700 educational sessions were presented by 400 speakers, with 160 of those recorded for online learning. A total of 7,527 veterinary professionals attended the convention in the Mile High City and enjoyed a variety of events, including inspiring addresses by Mariana Atencio and Daymond John; a Young Professionals and Veterinary Technician Event; our annual Live Life, Love All party; and a concert featuring Ne-yo and Doug E Fresh. The AVMA also once again hosted our Vet for a Day event for students, and the AVMA partnered with the Street Dog Coalition to provide care to more than 60 dogs belonging to those experiencing homelessness in Denver.

Impact
The 2023 AVMA Convention continued to serve as one of the premier veterinary events in the country, providing best-in-class continuing education, and exceptional networking and entertainment events.

AVMA Veterinary Leadership Conference

Action
“Leading through innovation” was the theme of the 2024 AVMA Veterinary Leadership Conference, which was held in January in Chicago. In all, 716 attendees enjoyed 24 workshops, interactive networking opportunities, several AVMA governance meetings, many unique engagement activities, and events focused on giving back to the local community. The keynote address was delivered by author and professor Richard Boyatzis.

Impact
The Veterinary Leadership Conference’s unique mix of governance meetings, continuing education sessions focused on leadership development, and networking opportunities, helps equip veterinary professionals at all stages of their career for personal and professional leadership that will benefit both the individual attendee and the veterinary profession. Attendees advance their development as future leaders of the AVMA who will continue to shape policy and advocate for the veterinary profession for years to come.

“Our focus is on delivering relevant, practical, and fun educational opportunities, and developing partnerships that further expand our support for the profession.”
Animal welfare education

**Action**
23 hours of comprehensive continuing education addressing animal welfare and human-animal bond topics were provided during the 2023 AVMA Convention in Denver.

**Action**
The AVMA Animal Welfare Assessment Contest™ was offered as a virtual event in April and as an in-person event in November in collaboration with the University of Wisconsin, River Falls. Combined, the events engaged more than 300 participants, including veterinary and animal science students, graduate students, and veterinarians.

**Impact**
These offerings delivered high-quality animal welfare education and practical opportunities to apply knowledge and skills that enhanced the professional development of their participants and, longer term, will positively impact the care of animal patients.

Ensuring the welfare of breeding dogs

**Action**
AVMA sought and received an educational grant to support the addition of an assistant director to our Animal Welfare Division, who is tasked with developing resources to support veterinarians who are working to improve the welfare of breeding dogs. The welfare of these dogs will benefit through additional attention to the design and implementation of science-based and practical animal care and use programs, expanded and more detailed guidance for canine welfare assessment, and communication strategies for working with breeders. In addition, our new staff member is helping to maintain and further develop relationships with stakeholders in this space, which is key to the successful construct and implementation of the guidance.

**Impact**
Specific guidance, education, and resources will be available to assist and support veterinarians who attend to the welfare of companion breeding dogs.

Global Health Summit at the 2023 AVMA Convention

**Action**
The AVMA Global Health Summit, held during the 2023 AVMA Convention, provided 6 hours of continuing education on infectious diseases and the importance of biodiversity.

**Impact**
Attendees learned about evaluating disease in the context of biodiversity and environmental factors; how animal, human, and environmental health perspectives are integrated; recent examples of how specific diseases and public health problems are effectively understood, employing veterinary science; which factors impacting biodiversity are particularly important for global veterinary applications; and practical considerations for agricultural, clinical, and educational applications to better understand and address the interrelatedness of infectious diseases, biodiversity, and ecology.
AVMA Axon*: Online digital education

**Action**

AVMA Axon®, the association’s online digital continuing education community, launched three new on-demand webinars focused on educating participants about controlled substances. All three of these webinars consistently place in the top-10 most-accessed courses on Axon®.

**Impact**

In addition to providing one hour of AVMA CE credit upon course completion, the courses also help satisfy state veterinary board requirements for controlled substance training. The courses are free to AVMA and Student AVMA members.

**Action**

AVMA Axon® continued in 2023 to provide you a growing library of convenient, easy-to-use veterinary CE courses. Veterinary professionals had access to more than 163 hours of CE credit leading to nearly 9,240 participants downloading more than 23,380 AVMA Axon® courses. More than 40,440 participants have downloaded nearly 94,000 Axon® courses since its inception in 2019.

<table>
<thead>
<tr>
<th>Top 10 most accessed courses on Axon for 2023</th>
<th>Registrations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventative Healthcare Certificate Program</td>
<td>831</td>
</tr>
<tr>
<td>Brave Space Certificate Program</td>
<td>523</td>
</tr>
<tr>
<td>2023 AVMA Convention On-Demand</td>
<td>444</td>
</tr>
<tr>
<td>Opioids and Drug Diversion: Veterinary Trends</td>
<td>430</td>
</tr>
<tr>
<td>How Well Do You Utilize Veterinary Technicians?</td>
<td>383</td>
</tr>
<tr>
<td>Drug-seeking Clients: Recognize and Prevent</td>
<td>376</td>
</tr>
<tr>
<td>Talking with Clients: Language Do’s and Don’ts</td>
<td>371</td>
</tr>
<tr>
<td>Drug Diversion Regulations and Compliance</td>
<td>341</td>
</tr>
<tr>
<td>Workplace Wellbeing 1: Setting the Foundation</td>
<td>297</td>
</tr>
<tr>
<td>Managing Controlled Substances in Practice</td>
<td>290</td>
</tr>
</tbody>
</table>

**Impact**

We promise that AVMA Axon® will enable you to transform your learning into action immediately. No matter what you’re looking for, you’re guaranteed high-quality content for the whole team delivered by veterinarians and leading experts in the field.
Advancing professional policy and practice

AVMA policies, guidance, continuing education, and collaborative activities support the ethical delivery of high-quality veterinary services that are responsive to the needs of patients, clients, and animal and public health. AVMA policy informs our advocacy efforts and guides our conversations with key stakeholders, while our informational resources and other products provide practical assistance to support members in the everyday practice of veterinary medicine.

Pentobarbital project with the Food and Drug Administration

Action

The AVMA conducted a survey seeking information from veterinarians across the profession about their use of pentobarbital for euthanasia. Results, which were published in the November 2023 issue of JAVMA, suggested veterinarians would benefit from additional information regarding options for disposal of animal remains after use of the method, given the risk residues in buried remains pose to scavengers and the environment and pentobarbital's lack of degradation when remains are rendered.

Impact

The AVMA worked collaboratively with stakeholders to provide targeted education and create resources to close knowledge gaps and keep AVMA members informed on appropriate approaches to disposing of animal remains based on their choice of euthanasia method.

Veterinary First Responder Certificate Program

Action

Further development of this 2022-initiated certificate program saw an opportunity for participants to conveniently complete three of its modules by offering them during the AVMA Convention, and six academic institutions also offered education to address components of the program. As of the end of 2023, 110 participants had completed the program and earned their certificate, and an additional 118 participants were enrolled and making good progress through the program.

Impact

A growing number of veterinarians, veterinary students, and organizations are participating in the only nationwide veterinary disaster training program. This program develops volunteers who are not only interested in providing assistance, but who are fully ready to serve as effective responders in their communities when disaster strikes.

“AVMA policy informs our advocacy efforts and guides our conversations with key stakeholders...”
Compounding from bulk drug substances

Action

The AVMA continued nominating bulk drug substances (BDS) to the Food and Drug Administration’s List of BDS for Compounding Office Stock Drugs for Use in Nonfood-Producing Animals, and its List of BDS for Compounding Drugs for Use in Food-Producing Animals or Free-Ranging Wildlife Species. Of the 29 substantive nominations put forward, nearly all have been added to the FDA’s list of Bulk Drug Substances Currently Under Review, and nine have been officially added to the List of Bulk Drug Substances for Compounding Office Stock Drugs for Use in Nonfood-Producing Animals.

Impact

Veterinarians have no lists that must be referenced when it comes to patient-specific prescribing, but when seeking compounded medications for office stock use for nonfood-producing animals, such preparations must be on one of the two lists mentioned above. Acceptance to either the list of Bulk Drug Substances Currently Under Review or the List of Bulk Drug Substances for Compounding Office Stock Drugs for Use in Nonfood-Producing Animals allows a compounded medication to be made for office stock from BDS. The more nominations received and accepted to the lists, the more options are available for veterinarians to treat their patients.

Compounding webinars

Action

The AVMA hosted two webinars, “GFI #256: Compounding in Companion Animal Medicine” and “The USP and Immediate-Use Sterile Compounding and Sterile Compounding within USP Categories 1, 2 and 3,” on AVMA Axon® in 2023. The GFI #256 webinar provides veterinarians with access to an easy-to-follow resource explaining the federal guidance regarding animal drug compounding from bulk drug substances. The USP webinar describes the United States Pharmacopeia and how it may impact state-level regulations pertaining to compounding.

Impact

These webinars provide veterinarians with an understanding of how they and the compounders they may request preparations from are impacted by federal Guidance for Industry # 256 and standards set by the US Pharmacopeia.
**Antimicrobial resources**

**Action**
Continuing its efforts to support good antimicrobial stewardship, the AVMA created Antimicrobial Susceptibility Testing Resources for Veterinarians and made them available at www.avma.org.

**Impact**
These resources provide species-specific information that helps veterinarians appropriately interpret antimicrobial sensitivity results.

**Telehealth**

**Action**
In 2023, the AVMA continued efforts to support veterinarians in offering telehealth services in their practices, from audiovisual communication with clients to remote monitoring of patients and teleconsulting with specialists.

**Action**
The Coalition for Connected Veterinary Care (CCVC), which the AVMA launched in 2022 in partnership with Veterinary Study Groups and Merck Animal Health, continued to grow in size, activity, and influence. With a tagline of “Relationships first. Technology forward.”, the CCVC is an alliance of veterinary and animal health organizations working to raise awareness of how telehealth can improve quality and continuity of patient care, remove barriers to care, fully engage veterinary healthcare team members, and support practice efficiency and success. In accord with its mission to support the responsible delivery of veterinary care through telehealth, the CCVC also actively advocates for the critical role of veterinarians, veterinary teams, and an appropriately established veterinarian-client-patient relationship in ensuring the delivery of telehealth services is efficacious and safe for veterinary patients and maintains client trust.

**Impact**
The CCVC grew to an alliance of more than 60 organizations in 2023. Projects underway include critically evaluating how veterinary healthcare teams are using tools of telehealth, and refining and developing new resources and tools in the AVMA’s Telehealth Resource Center.
Leveraging relationships and world-class advocacy efforts

We advocate alongside our state veterinary medical associations and allied organizations to meet the needs of both individual veterinarians and the veterinary profession. Our influential governmental advocacy efforts, bolstered by the AVMA Political Action Committee, are second-to-none.

Federal Advocacy: 2023 AVMA Legislative Fly-In

Action

The AVMA hosted an in-person Legislative Fly-In on April 19 that brought veterinarians, veterinary students, and other veterinary professionals together to meet with Members of Congress and advocate on behalf of the profession. More than 115 AVMA and Student AVMA members participated, taking part in 170 meetings with congressional offices to discuss the AVMA’s support for the Combating Illicit Xylazine Act, the Healthy Dog Importation Act, and priorities for the new Farm Bill.

Impact

Due to the support from the annual legislative fly-in, the total number of legislators cosponsoring the Combating Illicit Xylazine Act grew to 125, and the Healthy Dog Importation Act to 28. Events such as the fly-in empower AVMA members with direct advocacy experience and provide veterinary students and veterinarians across the country an opportunity to develop personal relationships with their congressional offices and raise awareness of public policy issues that are important to the profession.

Federal advocacy: Animal Drug User Fee Act and Animal Generic Drug User Fee Act

Action

Congress passed legislation that reauthorizes the Animal Drug User Fee Act (ADUFA) and the Animal Generic Drug User Fee Act (AGDUFA), allowing the continued collection of user fees that support veterinary drug development. This legislation is up for reauthorization every five years and is essential to ensuring that both innovative and generic animal drugs have a predictable roadmap to market. Dr. Lori Teller, AVMA immediate past-president, testified before the House Energy and Commerce Committee to emphasize the importance of reauthorizing ADUFA and AGDUFA to the veterinary profession.

Impact

During the reauthorization process, the AVMA advocated for the veterinary profession with the House and Senate as they were negotiating the final legislative package, highlighted how these programs can fill the need for veterinarians to have more innovative, safe, and effective animal drugs at their disposal, and blocked a provision that could have increased the liability to veterinarians when using certain types of pharmaceuticals.
Federal advocacy: Farm Bill

Action
As Congress plans to pass and reauthorize a new Farm Bill in 2024, the AVMA over the past year has been advocating for the legislation to include funding for programs and initiatives critically important to the profession.

The AVMA's Farm Bill priorities include:

• Attaching the Healthy Dog Importation Act to the Farm Bill. The legislation would require every dog entering the country to be permanently identified, in good health, and issued a health certificate by a licensed veterinarian accredited by a competent veterinary authority recognized by the U.S. Department of Agriculture (USDA).

• Increasing the authorized funding for the Food Animal Residue Avoidance Databank from $2.5 million to $5 million. The AVMA is asking for this increase to retain and recruit highly trained scientists, upgrade and maintain laboratory equipment, and conduct critical safety validation studies.

• Bolstering USDA's prevention, preparedness, and response capabilities to a foreign animal disease outbreak in the U.S. through reauthorization and increased funding for the following programs:
  » National Animal Disease Preparedness and Response Program
  » National Animal Vaccine and Veterinary Countermeasures Bank
  » National Animal Health Laboratory Network

Impact
Despite Congress pushing the new Farm Bill's timeline from 2023 to 2024, the AVMA's advocacy efforts have helped ensure the profession's priorities are considered when a final bill is passed, which could potentially lead to major legislative and funding wins for veterinary medicine.

Federal advocacy: Xylazine

Action
Throughout 2023, the AVMA worked diligently with congressional offices, federal agencies, the Administration, and other stakeholders to combat the emerging public health threat of illicit xylazine while vigilantly protecting veterinary access to this important animal sedative. The House on December 12, 2023, passed the SUPPORT Act, which contains key components of the AVMA-endorsed Combating Illicit Xylazine Act. The language within the SUPPORT Act would schedule xylazine as a Schedule III drug while exempting from scheduling the FDA-approved animal drug, which means, if enacted, veterinarians would be able to use it as they always have under federal law.

Impact
As the legislative process advances, the AVMA remains supportive of the approaches taken in the House-passed SUPPORT Act and the Combating Illicit Xylazine Act as they both equip the Drug Enforcement Administration with resources to address illicit xylazine while considering the unique needs of veterinary medicine in preserving access to this critical prescription animal drug. The House passing language that preserves veterinary access to xylazine while helping address the illicit component is a step in the right direction and shows that lawmakers recognize how critical this animal drug is to the veterinary profession.
AVMA Ambassador Program/Political Action Committee events/
New Congressional Advocacy Network Points System

Action
The AVMA Ambassador Program connects veterinarians directly with members of Congress. In 2023, 51 AVMA Ambassadors completed 49 events with Senators and Representatives from 25 different states, while other meetings have taken place virtually or at fundraisers through the AVMA PAC. Since the program began in 2018, 262 Ambassadors have completed 253 events with 275 legislators across 44 different states.

Impact
Ambassadors visit with lawmakers in their home state, building relationships and ensuring they hear directly from constituent veterinarians about issues that are important to the profession.

Action
There were more than 170 AVMA PAC-related interactions between AVMA staff or Ambassadors and Members of Congress in 2023, the most ever in one year.

Impact
The AVMA PAC raised more than $328,000 from AVMA/SAVMA members in 2023 and has increased year-over-year contributions for six years running. The PAC gave $282,000 in contributions to support the profession’s champions in the House and Senate in 2023, the most ever for a non-election year.

Action
Through a new AVMA Congressional Advocacy Points System, veterinary advocates who take action through the AVMA CAN earn rewards for their advocacy efforts.

Impact
This aspect of the program is meant to incentivize members to get involved in the AVMA’s advocacy efforts while also making it more engaging.

State Advocacy

Action
The AVMA reviewed more than 3,500 bills and regulations and disseminated more than 1,200 legislative and regulatory alerts to state and allied veterinary medical associations in 2023.

Impact
This outreach helped keep state and allied veterinary medical associations informed about legislative and regulatory activities, strengthening the AVMA’s efforts in identifying important issues to the profession and developing resources to assist in efforts to effectively advocate at the state level. By coordinating and assisting state associations as they represented veterinarians at the state level, these efforts helped promote sound policies and prevented detrimental provisions from being passed.
Action
The AVMA held regular town hall meetings with the executive directors of state and allied veterinary medical associations, keeping them well-informed and providing resource materials to use in educating policymakers and members.

Impact
Educational outreach helped support veterinary medical associations’ advocacy efforts in engaging with their state policymakers.

Action
The AVMA provided advocacy support to state veterinary medical associations. This included drafting and reviewing legislative and regulatory language, testifying before state legislatures and regulatory boards, lobbying alongside the veterinary medical associations when requested, and submitting letters to support the veterinary medical associations’ positions on topics such as the veterinarian-client-patient relationship and telemedicine, the proposed mid-level practitioner and veterinary technician related issues, restrictions on scope of practice, noneconomic damages, and xylazine.

Impact
These coordinated and collaborative advocacy efforts carry a stronger message to policymakers and yield more successful outcomes for the veterinary profession.

Action
The AVMA hosted advocacy webinars and participated in state veterinary medical association lobby days, providing additional resources for members and supporting our advocacy efforts in state capitals.

Impact
This advocacy outreach helped educate veterinarians on the legislative process to support state veterinary medical associations’ efforts on positively influencing pending legislation.

Action
The AVMA published a monthly update of bills and regulations proposed, introduced, finalized, and enacted to keep state veterinary medical association executive directors and our members apprised of the latest happenings in all 50 states.

Impact
Our efforts in keeping state executive directors and our members aware of state legislative activities help educate them on issues happening in or around their state. It also increases the effectiveness of calls to action that the AVMA or state veterinary medical associations may make as legislation progresses during the session.
Ensuring a healthy and robust veterinary profession

We are committed to learning more about the issues our members, partners, and other stakeholders face that affect the practice of veterinary medicine. We’re focused on delivering solutions that result in member benefits and tailored products and services. This means ensuring that the information we have about our members and the veterinary profession as a whole is current and reflects real-world problems challenging members every day. It also means measuring and better understanding how members engage with the AVMA to enhance the services we provide.

Veterinary Student and Early Career Initiatives

ALL for Students program

Action

ALL for Students, an extracurricular grant program for events and professional development travel sponsored by the AVMA, Student AVMA, and the AVMA Trust, continued its strong performance in 2023. All SAVMA chapters and associate organizations are eligible to apply for funding for events within the four focus areas of community outreach; diversity, equity, and inclusion; professional development; and wellbeing. Event highlights in 2023 included “dog jog” 5ks, dancing classes, wet labs, and language workshops. There were more than 500 events held in 2023 with more than 43,000 individual participants (including students who attended more than one event), which is a 15% increase in participants over 2022. A new event ratings system was implemented in fall of 2023, and over 80% of events scored either a 4 or 5 on a 1 (poor) – 5 (best) success scale.

Impact

Student leaders appreciate the flexibility the ALL for Students program affords them to create events and provide travel opportunities that align with the unique needs of their student bodies. ALL for Students funding has supported wet labs for hands-on practice outside of the curriculum, externship opportunities that have led to job offers, wellbeing events that connect classmates during the final exam weeks when they need it most, and more.

2023 SAVMA Symposium at University of Illinois College of Veterinary Medicine

Action

Nearly 1,000 attendees, including more than 600 veterinary students, exhibitors from more than 70 organizations, speakers and AVMA representatives, came together in March 2023 for the annual SAVMA Symposium. Veterinary students could choose to participate in more than 130 lectures, seven panels, nearly 30 wet labs, six day trips—including to Chicago’s Brookfield Zoo and Shedd Aquarium—and 17 social events.

Impact

This popular student event helps show veterinary students the value of organized veterinary medicine and how great of an experience it can be to attend a large veterinary conference. AVMA staff played an integral role in planning and ensuring a successful event, from the Student Initiatives team’s supporting role to the host school student planning committee throughout the process, to AVMA staff from the Animal Welfare Division; Diversity, Equity, Inclusion, and Wellbeing; Veterinary Career Center; Publications; and the Trust providing lecture content.
Online Educator Community

Action
The Online Educator Community (OEC) grew to 524 members in 2023 and continued to engage veterinary medicine’s academic community. Members are exposed to AVMA resources, encouraged to exchange ideas, and openly discuss challenges and opportunities unique to the world of academia. Two highlighted speaking events included presentations on “Cultivating Cultural Responsiveness: Enhancing Professional Growth,” and an overview for educators of the AVMA’s Council on Education.

Impact
The Online Educator Community platform serves as a chance to inform the AVMA on what educators need and, in turn, AVMA staff can highlight established resources or collaborate to develop the resources needed. The intention of the OEC is to fill gaps in the efforts being made to support veterinary educators by providing an open space for communication, collaboration, and content sharing.

Employment opportunities in global food security

Action
To enhance awareness of global food security career pathways, two My Veterinary Life podcasts were released, one in May and the second in June, featuring Drs. Jennie Lane and Dr. Shannon Mesenhowski, respectively, who work in different facets of food security. Additional My Veterinary Life podcasts and AVMA Axon® webinars designed to highlight other career paths in food security are being planned for 2024. In addition, planning began in late 2023 for a roundtable of food security employers and veterinary stakeholders to take place in July 2025, the purpose of which is to discuss veterinary employment opportunities in food security so that employers will better understand the value veterinarians bring to this sector and veterinarians will better understand what food security employers need.

Impact
These efforts help increase awareness and visibility of careers in global food security, particularly for those AVMA members interested in production animal medicine, non-clinically focused positions (e.g., food safety, policy development and implementation, animal health infrastructure, risk analysis), and the development of connections between the veterinary profession and employers in the global food security arena as a means to increase networking and job opportunities.

“We are committed to learning more about the issues our members, partners, and other stakeholders face that affect the practice of veterinary medicine.”
The AVMA family

Through ongoing strategic collaboration, the AVMA Family—the AVMA, the AVMA Trust (AVMA LIFE and AVMA PLIT), and the American Veterinary Medical Foundation—leverages the unique aspects of each organization’s approach to member services, creating a comprehensive program of valuable products and services for all AVMA members.

The American Veterinary Medical Foundation

As the charitable arm of the AVMA, the American Veterinary Medical Foundation (AVMF) is your Foundation, providing veterinarians and veterinary students with resources and programs that advance the science and practice of veterinary medicine to improve animal and human health.

Action

Educational debt continues to be a significant challenge for those pursuing a career in veterinary medicine. AVMF scholarships help provide financial support while recognizing and rewarding individuals who have made extraordinary accomplishments in their veterinary education. In 2023, the AVMF provided $1 million in veterinary and veterinary technician student scholarships to 422 recipients enrolled in U.S., Canadian, Caribbean, and select international AVMA-accredited colleges. In addition, several new scholarships were offered in 2023, including the Rex Anderson Veterinary Leadership Conference Travel Award, the Durvet Large Animal Veterinarian Scholarship, and the new Merck Animal Health Veterinary Technician Scholarship. Further, the Zoetis Foundation renewed their support of veterinary technicians and doubled the scholarship amount per recipient over the inaugural cycle last year.

Impact

In addition to the traditional selection criteria of academic excellence and financial need, scholarships focus on meeting ongoing needs of the veterinary profession, including diversity, equity, and inclusion, sustainability, and helping ease shortages in mixed and rural veterinary practices. Scholarships are awarded to students with career interests in all areas, including food-animal medicine, small-animal clinical medicine, research, government services, public health, and organized veterinary medicine. The scholarships also help identify and support future leaders and innovators in the veterinary profession.

Action

Animal health research is crucial to the future of veterinary medicine. The AVMF devotes its efforts to raising financial support for research projects that will help lead to improved prevention, diagnosis, and treatment of prevalent, life-threatening disease in animals. Through a partnership between the AVMF and the Veterinary Pharmacology Foundation, a new student research fellowship of $10,000 was awarded in 2023. In addition, two grants totaling nearly $45,000 helped support pharmacology research. The AVMF also supported the Second Opportunity Summer Research Stipend and the AVMF/EveryCat Health Foundation Research Award.
Impact
Projects funded by research grants ensure growth and innovation in the development of new veterinary therapeutics, allow for the evaluation of drugs for treatment of animal diseases, and increase the number of trained researchers in veterinary pharmacology.

Action
The AVMF continued to provide disaster relief funding for the devastation in Ukraine due to the war, to Turkey due to earthquakes, and to Hawaii, after the devastating Maui wildfires. Grants to organizations with boots on the ground in those locations are helping innumerable animals and families to cope and to heal. Individual practices were also assisted with disaster grants for damages related to the Arkansas and Mississippi tornadoes and Hurricane Idalia in Georgia.

Impact
The AVMF Disaster Relief and Reimbursement grants support AVMA member veterinarians, veterinary students, and allied health organizations that provide veterinary medical care to animals and communities affected by disaster when needed most. The grants demonstrate AVMA’s commitment to the profession through action in times of crisis. When a need arises, the AVMF is able and ready to help.

The AVMA Trust
The AVMA Trust, through AVMA LIFE and AVMA PLIT, offers unparalleled member value by providing access to insurance programs and other services for AVMA members and affiliated organizations. From business and professional insurance to life and disability coverage, and now an array of employee group benefits, the Trust is here to protect and support veterinarians, their teams, and their families at every stage of their personal and professional lives.

Protecting AVMA members for over 60 years
Action
The AVMA Trust has been serving AVMA members for over 60 years by providing access to best-in-class professional liability insurance and veterinary license defense coverage. Over the years, our offerings have grown to include business insurance, life and disability coverage, health offerings, personal protection, and employee benefits programs.

Impact
In 2023, 85% of eligible AVMA members held professional liability coverage through AVMA PLIT, and just over 30% were enrolled in coverage through AVMA LIFE. The Trust provided support to more than 20 national practices, representing approximately 10,000 AVMA members. Nearly 200 veterinary practices were able to provide a group healthcare plan through the Trust’s Practice Healthcare Solutions program. And the Trust’s Association Retirement Plan had more than 1,800 participants and more than $53 million in assets under management.
Student coverage, services, and support

Action

The AVMA Trust provides complimentary student professional liability and life insurance coverage to eligible Student AVMA members; sponsors important activities and events like SAVMA Symposium, the Veterinary Business Management Association, and ALL for Students; and supports students through webinars and other educational presentations. The Trust also supports students as they make the transition from veterinary school to professional life. This year, the Trust introduced AVMA VetSTEPP™—the Veterinary Student Essential Protection Package. This package helps students cover the cost of rabies vaccinations and titers and helps protect students in the event of an unexpected accident or illness. Students can also add an optional benefit to help pay off outstanding student loans if they become permanently disabled.

Impact

In 2023, 10,901 eligible SAVMA members were enrolled in complimentary professional liability coverage through the Trust, an increase of more than 14% over the previous year, and 12,810 were protected by complimentary student life insurance. The Trust’s Student Services team delivered 134 student presentations, reaching nearly every SAVMA chapter in the U.S. and beyond.

Member education and risk-management resources

Action

Every year, the Trust creates risk-mitigation resources and educational materials to help promote safer, more effective veterinary practices. In 2023, we partnered with AVMA to deliver four AVMA Axon® webinars on topics including workers’ compensation, workplace violence, retirement planning, and equine pre-purchase exams. The Trust also delivered 13 additional webinars and podcasts on topics including medical recordkeeping, the claims process, business insurance, and the veterinarian-client-patient relationship in equine medicine. The Trust continued to partner with AVMA to reach out to members in need with disaster-related resources and information. Members also gained access to important information through the Trust’s risk-mitigation guides, newsletters, safety bulletins, and educational blogs.

Impact

Altogether, AVMA Trust-sponsored Axon® webinars (including those developed in previous years) have garnered more than 2,000 registrations. The additional webinars and podcasts have been accessed more than 1,500 times. The online disaster preparedness resources were accessed 835 times, while the risk-mitigation guides received more than 3,000 views. The Trust published 11 newsletters and safety bulletins, which were collectively downloaded more than 11,000 times, and 16 blogs, which were viewed nearly 10,000 times.
AVMA Trust Veterinarians

Action

The professional liability coverage available through AVMA PLIT comes with many benefits, including the peer review and support provided by the AVMA Trust veterinarians. This dedicated team reviews all professional liability claims to ensure the standards of the profession are appropriately evaluated. They also are available for one-on-one consultations with members experiencing a difficult practice situation, and they conduct on-site visits to help practice owners evaluate and reduce risks. Other Trust veterinarian activities include making presentations at professional events and veterinary schools, contributing to the My Veterinary Life podcast, and developing and reviewing educational and risk-management resources.

Impact

The AVMA Trust veterinarians bring a unique value to AVMA members. They create a bridge between members and their insurance carriers, ensuring the carriers are aware of the unique challenges and risks of veterinary care and helping them understand how the standard of care applies in claim situations. They act as advocates, advisors, and educators to the members, helping them understand the actions they can take to reduce risk and protect their practices and veterinary licenses. In 2023, the Trust Veterinarians handled 841 calls from members and reviewed more than 6,200 claims. They attended 38 professional events, providing presentations at 15 of them to more than 1,500 participants, and participated in 17 webinars and podcasts, including four AVMA Axon® webinars.

AVMA Trust Wellness Booth at AVMA Convention

Action

Underscoring its commitment to members’ health and wellbeing, the AVMA Trust once again hosted the Wellness Booth at the 2023 AVMA Annual Convention. Located in the AVMA’s Center 4 Wellbeing, the booth offered convention-goers a choice of eight health screenings, including a rabies titer. AVMA members received discounted pricing on all health screenings.

Impact

The Wellness Booth served a total of 801 participants over the course of four days. The booth staff completed 1,560 total screening tests, including 689 rabies titers, which accounted for just over 40% of the total tests provided. All participants received a wellness-themed gift bag, co-sponsored by New York Life, and free dental hygiene items, compliments of Delta Dental of Illinois.

“The (AVMA Trust) Wellness Booth served a total of 801 participants over the course of four days.”
AVMA financials at a glance
Living Our Oath: Collaborate, Innovate, Activate

The AVMA is proud to report another year of strong growth and support from our members, who enabled us in 2023 to provide more benefits than ever before. We take great pride in the financial efficiency and accountability that allowed us to continue to provide member services, even under the uncertainty the financial market brought in 2023. As we continue to look ahead toward growth and further expansion of our programs, we remain resilient and focused on our core mission that serves as the guiding principle for our organization. Our focus has always been on our members and to foster and enhance the valued relationship with veterinarians at all stages in their career.

AVMA financial information

<table>
<thead>
<tr>
<th></th>
<th>Assets</th>
<th>Liabilities</th>
<th>Net assets</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$90,738,563</td>
<td>$31,662,064</td>
<td>$59,076,499</td>
</tr>
</tbody>
</table>

Operating revenue = $60,775,642

- Drive lifelong member value - Dues: 61%
- Enhancing professional development and lifelong learning: 21%
- Drive lifelong member value - Other: 18%

Operating expense = $53,179,320

- Enhancing professional development and lifelong learning: 51%
- Drive lifelong member value: 24%
- Policy and practice: 13%
- Advocacy: 12%