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**MEMORANDUM OF UNDERSTANDING**  
entered into and between the  
**AMERICAN VETERINARY MEDICAL ASSOCIATION (AVMA),**  
the **VIRGINIA-MARYLAND REGIONAL COLLEGE OF VETERINARY MEDICINE**  
**(VMRCVM), for its**  
**CENTER FOR PUBLIC AND CORPORATE VETERINARY MEDICINE (CPCVM),**  
and the **NATIONAL ASSOCIATION OF FEDERAL VETERINARIANS**

The American Veterinary Medical Association (AVMA), established in 1863 is one of the largest veterinary medical associations in the world. As a not-for-profit association established to advance the science and art of veterinary medicine, the AVMA is the recognized national voice for the veterinary profession. The association's more than 84,000 members comprise approximately 80% of US veterinarians and are involved in a myriad of areas of veterinary medical practice including private, corporate, academic, industrial, governmental, not-for-profit, military, and public health services.

AVMA's mission is to improve animal and human health and advance the veterinary medical profession. The objective of the AVMA is to advance the science and art of veterinary medicine, including its relationship to public health, biological science, and agriculture. One of five goals of the AVMA's current strategic plan is to strengthen the economics of the veterinary medical profession. A primary initiative of the AVMA's economics strategic goal is to identify veterinary employment opportunities and develop solutions to effectively balance the needs of society with the supply of veterinarians.

The Center for Public and Corporate Veterinary Medicine (CPCVM), located on the College Park, Maryland campus of the Virginia-Maryland Regional College of Veterinary Medicine has a long history of training veterinary students from all US veterinary colleges and graduate veterinarians for careers in public and corporate veterinary medicine, and is ideally located in close proximity to Washington DC. The College of Veterinary Medicine is administered through an agreement between Virginia Polytechnic Institute and State University (Virginia Tech) and the University of Maryland. The CPCVM was established following the publication in 1989 of the Pew Report, among whose key recommendations was the formation of Centers of Excellence at veterinary colleges, in which unique advantages of those colleges would be maximized to excel in a specific area of veterinary education. Since its inception, the CPCVM has coordinated externship opportunities and provided summer fellowship experiences for veterinary students from every veterinary college in the country, as well as from several other countries.

The National Association of Federal Veterinarians (NAFV) is a constituent body of the American Veterinary Medical Association (AVMA), formed during the AVMA annual meeting in 1918 by a small group of Bureau of Animal Industry veterinarians. It has grown to approximately 1,800 members since, and is recognized by the United States Department of Agriculture as the representative organization for federally employed veterinarians and as an association of managers and supervisors. NAFV strives to serve both veterinarians and the agencies they work for by facilitating communication, making suggestions for improvements, and working collaboratively to address issues of concern. As an advocate for veterinarians in federal service, NAFV emphasizes professionalism and expertise in federal service, while promoting continuing education, teamwork, and a standard of excellence.

Veterinary medicine is at a crossroads. Numerous recent publications and congressional testimony have pointed out the critical need for public practice veterinarians. The American Association of Veterinary

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Medical Colleges stated in the Foresight Project report of 2007 that: "there are vulnerabilities in the animal health framework. To safeguard the U.S. economy, public health, and food supply, there must be recruitment in preparation of additional veterinarians and careers in public health, food systems, biomedical research, diagnostic laboratory investigation, pathology, epidemiology, ecosystem health, and food animal practice."

In response to the recognized increased need for veterinarians in the public sector, the CPCVM is working to redirect, enhance and expand its activities in the areas of public health, public policy, international veterinary medicine, organizational leadership, and the One Health Initiative.

NAFV is working to improve recruitment and retention of federally employed veterinarians by providing advice and consultations with federal agencies on management and program issues. In addition, NAFV works with stakeholders and congressional members to improve animal and public health programs and appropriations.

This Memorandum of Understanding is to establish a partnership that will benefit AVMA and NAFV members, veterinary students and the veterinary profession, and support the mission of the CPCVM. In the short term, this collaboration is intended to increase visibility and opportunities for AVMA, the CPCVM and NAFV, and to promote veterinary public and corporate practice. In the long term, this collaboration is intended to help increase the demand for public practice veterinarians and to provide training to better prepare veterinarians for careers in public and corporate veterinary practice. In furtherance of these goals, the parties will work together in the following ways:

- 1) Utilize annual NAFV federal employment surveys to determine the number of veterinarians employed by the federal government at each pay grade.
- 2) Utilize AVMA employment survey to determine the percentage of AVMA members who are interested in transitioning into a new career in public or corporate practice.
- 3) Undertake efforts that increase the number of veterinary positions in public and corporate practice, specifically:
  - a. Produce a brochure that is designed to educate human resource departments within federal and state agencies, Congressional staff, and policy makers about the variety of skills and abilities that veterinarians possess which equip them to work in public practice. The goal is to increase job opportunities for veterinarians to work in federal, state and local government;
  - b. Revise the federal government 701 series job description to expand the opportunities for veterinarians in the federal workforce;
  - c. Educate federal government agencies initially, followed by state government and corporate entities, on how veterinarians would successfully contribute to their organization based on their skills and training; and
  - d. Work collaboratively with federal government human resource officials to revise pertinent job descriptions to identify veterinarians as desirable and in some cases, preferred candidates.
- 4) Promote greater awareness to all veterinarians and students of the roles of veterinarians in public and corporate practice. This would be accomplished by identifying each of the Party's relevant resources, leveraging each Party's resources, and creating joint resources. For example:
  - a. Identify ways to expand access to career transition workshops for veterinarians, such as by utilizing AVMA and state VMA conventions, workshops, websites and webinars.
  - b. Educate other veterinary associations, veterinary college faculty and students on public practice opportunities for veterinarians interested in career areas other than private clinic practice.
  - c. Utilize the AVMA Veterinary Career Center to promote public and corporate practice and publicize position openings.

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- 5) Provide veterinarians with general career transition assistance , including:
  - i) Self-assessment;
  - ii) Overview of types of opportunities in public and corporate veterinary practice;
  - iii) Resume training;
  - iv) Interview training;
  - v) Networking;
  - vi) Tools for researching and finding opportunities;
  - vii) Define skills and traits needed to work in a global veterinary environment
- 6) Increase the skills and training for veterinarians and veterinary students to become competitive applicants for new domestic and international opportunities. Actions may include:
  - a. Provide on-line, blended, or summer public practice-related or specific skill development course offerings for veterinarians and/or veterinary students.
  - b. Expand veterinary student externship opportunities in public and corporate veterinary practice areas.
  - c. Develop certificate or graduate programs in public practice associated specialty areas.
  - d. Explore "Experiential Learning" programs for veterinarians by identifying and working with stakeholders.

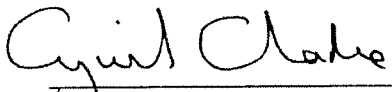
This Memorandum of Understanding does not constitute a legally binding document. It is meant to describe the nature of the collaboration and to suggest the guidelines of the cooperation between the Parties.

As necessary, the Parties will prepare specific collaboration agreements, with the purpose of setting forth the specific activities to be carried out.

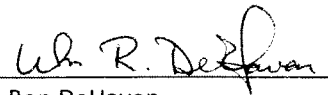
This Memorandum of Understanding shall come into effect upon execution by the representatives of the Parties and shall remain in full force and effect for an indefinite term. It shall also be subject to revision and modification by mutual written agreement of the Parties. Any Party may terminate the present MOU at any time by giving 30 days advance written notice and upon mutual consultation. For the CPCVM, the contact for this partnership will be the Director, Center for Public and Corporate Veterinary Medicine. For AVMA, the contact for this partnership will be the CEO and Executive Vice President. For NAFV, the contact for this partnership will be the Executive Vice President.

**For the CPCVM**

**For AVMA**

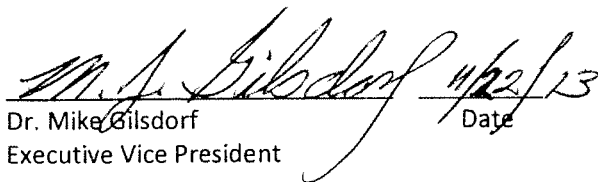
  
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Dr. Cyril Clarke  
Dean, VMRCVM

11-21-13  
Date

  
\_\_\_\_\_  
Dr. Ron DeHaven  
CEO and Executive Vice President

11/23/13  
Date

**For the NAFV**

  
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Dr. Mike Gilsdorf  
Executive Vice President

11/22/13  
Date