

**Women's Veterinary Leadership Development Initiative (WVLDI)  
Report to the AVMA Board of Directors  
March 2016 (For the April 2016 AVMA Board of Directors Meeting)**

**Table of Contents**

Executive Summary  
Social Media and Web Presence  
AVMA VLC and NAVC  
2016 AVMA Convention  
CVC, WVC, AAVMC, and SWVS  
Student & Veterinary School Outreach  
Leadership Development, Diversity & Recognition



**Women's Veterinary**  

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Leadership Development Initiative

## Executive Summary

In January 2016, the WVLDI started the year with generous support from the AVMA for administrative functions and support. We also announced that Merial became our first-ever Platinum Sponsor with a generous donation of \$20,000.

Support and momentum continue to build. The WVLDI is now being asked to partner with many veterinary groups across the country to provide programming, facilitate networking, and serve as keynote addresses at meetings. The AVMA benefits from its partnership support of the WVLDI by becoming highly visible in efforts to move women into important leadership roles, provide on-going leadership development, and develop relationships across the profession.

Significant milestones achieved since the last report to the AVMA Board of Directors includes:

- Launch of a re-developed and visually attractive web site
- Consolidation of two Facebook groups into one widely utilized Facebook Group
- Creation and selection of a Veterinary Student Director who now serves on our Board of Directors
- Establishment of the administrative support functions provided by key AVMA staff members (Dr. Beth Sabin and Ms. Jodie Taggett)
- Full development of highly successful networking events in multiple venues

In this report, you will see the far-reaching effects of the Initiative with invitations for us to participate in exciting events, our work to build leadership training programs, collaborations with other veterinarians, veterinary technicians, and veterinary schools, and special recognition for our work for diversity.

The WVLDI would also like to recognize the hard work and dedication of Dr. Beth Sabin and Ms. Jodie Taggett on behalf of our goals, vision, and mission.

## Social Media and Web Presence

In late 2015, the WVLDI consolidated its Facebook communications into one Facebook Group with over 1600 followers. This widely utilized Group drove attendance to our events at the NAVC and WVC. Current statistics:

- 674 Linked In group members
- 1614 Facebook Group Members

We continue to highlight various leaders who support the role of women in leadership in the veterinary profession with our *Veterinary Leader Spotlight*. Many of these posts generate a substantial number of comments on Facebook.

The URL for the web site also changed to [www.wvldi.org](http://www.wvldi.org) although the former addresses of [www.womenveterinarians.org](http://www.womenveterinarians.org) and [www.womenveterianrians.com](http://www.womenveterianrians.com) have also been retained. We are currently exploring the addition of content to our web site, such as management/inspirational book reviews written by veterinarians for veterinarians. The Social DVM and Beyond Indigo are generously providing online marketing services for us.



And check us out at WVC tomorrow afternoon!



513 Views

Women's Veterinary Leadership Development Initiative

March 3 at 3:44pm · 🌐

We're in the business of developing leaders for the benefit of the veterinary profession.

## AVMA VLC and NAVC

At this year's AVMA Veterinary Leadership Conference, the WVLDI led two presentations, participated in the Emerging Leaders Networking Event, and hosted a very popular Friday morning Networking Breakfast. The two presentations were popular, with upwards of 70 attendees. For one session, Dr. Karen Bradley partnered with VLC sponsors Zoetis to frame a great discussion about the "career jungle gym."

At the VLC, attendees packed the room for a light breakfast and thoughtful discourse led by Drs. Karen Bradley and Stacy Pritt. Individuals at each table talked amongst themselves about important topics such as how to increase the participation of early career veterinarians in organized veterinary medicine. Parenting challenges for the individual veterinarian as well as greater implications for the profession were also highlighted. CE sessions were offered by Drs. Teller and Aspros in coordination with the event sponsor, Zoetis.

Similar success was seen with the round-table networking format at the NAVC, an event co-branded with the AVMA. Led by Dr. Stacy Pritt, over 130 attendees flocked to the popular evening event to discuss similar topics. Data was collected from both events to be used by the WVLDI and AVMA to direct future programming, provide feedback to veterinary associations, and guide current discussions.

Events like these serve to put attendees at ease when discussing leadership, gender, and professional opportunities. Great discussions then ensue. We look to provide answers and guidance around these topics in the very near future.

From an AVMA leader's perspective, these events serve as a direct conduit for veterinary leaders, such as leaders within the AVMA and NAVC, to directly interact with everyday veterinarians and highlights what the leaders are doing for their constituents.

Banfield Pet Hospital was an additional sponsor for the NAVC event. All of our sponsors/partners were also instrumental in providing team members to lead table discussions, encouraging responses to questions through sharing of personal experiences/stories.



2016 VLC

2016 NAVC



## 2016 AVMA Convention

The WVLDI is excited to announce that it will provide four hours of continuing education at the AVMA Convention. We are also waiting to hear if any of our “hot topics” are accepted.

### *How Does Leadership Affect Your Work-Life Balance?*

This panel session will focus on the need to develop leadership skills within our practice and within our communities so that we gain the leverage required to demand respect for personal time and greater work-life balance. New graduates who demonstrate better leadership skills and business acumen achieve greater work-life balance. Associates who become high producers and those who go into ownership quickly gain the leverage to mold their own schedules and benefit packages. The panelists will also conduct a question and answer session at the end of this presentation.

Speakers: Drs. Karen Bradley, Lori Teller, and Doug Aspros  
August 6 at 3 PM

### *Who's the Boss: Women Veterinarians in Positions of Ownership*

As the veterinary profession becomes more female, there is a need for women to purchase veterinary practices and chart a course for practice ownership. This can be a daunting task for anyone, not to mention a woman professional juggling other work-life balance issues. The session will review currently available data on this topic and explore creative ways to foster interest in practice ownership and planning to become practice owners. Changing management and leadership ideas with female ownership will also be discussed, along with the reviewing tips for success.

Speaker: Dr. Karen Bradley  
August 7 at 8 AM

### *Practice Owners and Associates: Find Your Confidence Now!*

This presentation will focus on finding your inner confidence and making the most of it in your career setting. As a veterinarian and a leader, you must make decisions and recommendations to clients and staff constantly—how do you do this with confidence when you feel uncertain as an owner or associate? This session will focus on recognizing female tendencies toward self-doubt and will provide tips on overcoming these tendencies. Brief discussions of the Impostor Syndrome and Confidence Gap topics in the broad media will be presented as well.

Speakers: Drs. Karen Bradley and Lori Teller  
August 7 at 9 AM

### *Women as Leaders: Expectations and Biases*

Today's workplace has established a set of expectations for female leaders. The performance of women in leadership positions is based, both consciously and unconsciously, on these expectations. When the expectations are not met, the stage is set for concerns with female leadership. This session will explore the expectations and biases towards women leaders and how this factors into the lack of women leaders in the veterinary profession. Self-awareness of such biases will be promoted and strategies to overcome societal expectations will be fostered.

Speaker: Dr. Stacy Pritt  
August 8 at 8 AM

## CVC, WVC, AAVMC, and SWVS

### CVC

Based on an outstanding turnout at the December, 2015 CVC meeting in San Diego, the WVLDI was invited back to all three CVC meetings this year (Virginia Beach on Macy 12-15, Kansas City on August 26-29, and San Diego on December 8-11). For 2016, Dr. Karen Bradley serves as the point person for the WVLDI sessions, and pulls in other collaborators as appropriate. We anticipate that this relationship will continue in to the future.

### WVC

In sessions co-branded with the AVMA, the WVLDI presented 4 continuing education sessions on Sunday afternoon of the 2016 WVC. Drs. Aspros, Bradley, Pritt, and Teller were the speakers on topics including practice ownership, work-life balance, and career transitions. Audience size was 50-75 individuals. The speakers have received great feedback from the sessions. Many attendees were encouraged about different opportunities for practice ownership, various practice ownership models, opportunities for career transitions, and career re-entry after having stayed at home for several years to care for children. The WVLDI will also have a presence at WVC's Women's Summit to be held in July of this year.

### AAVMC

Past and present WVLDI Board members presented thought provoking information at this year's AAVMC meeting. Drs. Lisa Greenhill and Rachel Cezar (Board Members) gave a presentation entitled "Building the Pipeline: Women and Underrepresented Faculty in the Leadership Pipeline" while Dr. Don Smith (Past Board Member) and Ms. Julie Kumble (Board Member) presented on Essential Elements of a Leadership Course for Veterinary Students." As always, the sessions were very well attended. Drs. Greenhill and Cezar have been collecting data regarding expectations and biases for female and minority veterinary school faculty and are planning future presentations on this topic.

### SWVS

The WVLDI has been invited to have a presence at the 2016 Southwest Veterinary Symposium in Fort Worth, TX. This would mark the first time that the WVLDI has been involved in this conference and our involvement would be co-branded with the AVMA. Four continuing education sessions as well as a breakfast networking event (building upon our success from previous networking events) are preliminarily planned.

WVC

12:36p

Lagoon H, Level 2

1:00p - 1:50p

SP3A - Who's the Boss? It Could Be You!  
Making Practice Ownership a Reality

**Karen M. Bradley, DVM**  
Immediate Past President  
Women's Veterinary Leadership Development Initiative (WVLDI)

**Stacy Pritt, DVM, MS, MBA, CPIA, DACAW**  
Director, IACUC  
UT Southwestern Medical Center

Sponsored by:  
Women's Veterinary Leadership Development Initiative

Scan with the event app to view content.

2:00p - 2:50p  
Work or Life? It's Not a Zero Sum Game. Balancing Friends, Family and Work

3:00p - 3:50p  
Finding Confidence and Shattering Your Own Glass Ceiling

4:00p - 4:50p  
Tips for Successful Career Transitions

## Student and Veterinary School Outreach

Our commitment to students and support of student activities has been clarified during the latter part of 2015 and early 2016.

**SAVMA Liaison:** In 2015, the position of SAVMA Liaison to the WVLDI was formally established. The current Liaison, Jessica Simpson (Nebraska) will rotate off at the 2016 Convention and Shanah Frankel (Ohio) will take over. The SAVMA Liaison is responsible for formal communications to the SAVMA HOD/EB and can assist with funding opportunities for student activities through SAVMA's Integrative Communications and Diversity Committee (ICDC). SAVMA has generously provided a \$1500 travel stipend to the WVLDI-SAVMA Liaison, and more funding can be made available to the student upon application

**Student Director:** Ms. Kaitlin McDaniel (Missouri) became the WVLDI's first Student Director in January, 2016. This two year position allows for a veterinary student to sit on the WVLDI Board of Directors and be the voice of the students to our association. Kaitlin served as a table leader at our NAVC networking event and has helped increase communication with student chapters and leaders regarding the WVLDI.

**Student Chapters:** Several student chapters of the WVLDI continue to thrive, and students express continual interest in either WVLDI focused activities or chapter establishment. Template documents for founding a student chapter as well as activity ideas are available to students from the WVLDI, the WVLDI Student Director.

**SAVMA and other Events:** Dr. Lorrie Gaschen, WVLDI Board Member, participated in the Diversity Panel Discussion at this year's SAVMA Symposium in Iowa. Kaitlin McDaniel, Jessica Simpson, and Dr. Stacy Pritt gave a joint WVLDI report to the SAVMA HOD as well. On April 11, Dr. Pritt will be traveling to Tufts Cummings School of Veterinary Medicine to participate in a WVLDI sponsored evening event as well and talk about issues in the veterinary profession with the Dean, Associate Dean for Academic Affairs, and the new Associate Dean for Diversity.

Dr. Lorrie Gaschen at the 2016 SAVMA Symposium – Diversity Panel



## Leadership Development, Diversity, & Recognition

Many members of the WVLDI also serve as official leadership mentors for current and past Future Leaders. WVLDI board members help veterinarians aspiring to become volunteer leaders or participate in AVMA leadership programs with writing applications, constructing resumes, and navigating the path to leadership positions within the AVMA. Board members also make a considerable number of introductions and networking connections, connecting veterinarians who seek leadership roles in organized veterinary medicine with decision makers and influencers that can help them in their leadership journeys.

Over the years, several requests have come to the WVLDI Board for the development of specific training aimed at building leadership skills. Currently, we are partnering with Rebecca Rose, CVT, at Catalyst Veterinary Practice Consultants to produce a webinar on public speaking (again, a highly requested topic). This new initiative should launch within the next few months, and more webinars and other online events will follow.

In March, Dr. Stacy Pritt was the guest speaker for the AAVMC's popular *Diversity & Inclusion on Air* podcast series. This aligns well with the AVMA's mission on diversity and other diversity activities.



## DIVERSITY & INCLUSION ON AIR

CONVERSATIONS ABOUT DIVERSITY,  
INCLUSION & VETERINARY MEDICINE

The next episode of Diversity and Inclusion on Air  
will feature

### Dr. Stacy Pritt

President, Women's Veterinary Leadership Development Initiative

Dr. Stacy Pritt is the Director of the Institutional Animal Care and Use Committee (IACUC) Office at the University of Texas (UT) Southwestern Medical Center in Dallas, TX. She is also the current president of the Women's Veterinary Leadership Development Initiative (WVLDI). Although the profession is comprised of more than 50% women, women are still severely underrepresented in leadership positions in organized veterinary medicine. WVLDI is committed to providing opportunities for women to develop the leadership skills and leverage opportunities to ascend to leadership positions in the veterinary profession. Dr. Pritt will discuss the work of WVLDI and a bit about her own career journey as well!



Submit questions  
in advance to  
[DiVersityMatters@aavmc.org!](mailto:DiVersityMatters@aavmc.org)

Monday, March 14, 2016  
7:00pm EST

Watch live or later on Google+ or YouTube!  
<http://tinyurl.com/DiversityOnAir006>

**Leadership Development, Diversity, & Recognition (Continued)**

Several amazing and well-accomplished veterinarians have developed a deep interest in helping the WVLDI. While we continue to investigate levels of supporters through our “Friends of WVLDI Task Force,” we will also be casting an open call for WVLDI Board members to join us as of January 1, 2017. The call should open in June of this year and new members will be selected in October.

The WVLDI proudly supported two nominees for the AVMA Future Leaders program and are eagerly anticipating the announcement of who was accepted for the 2016-2017 year.

Dr. Rachel Cezar, WVLDI President-Elect, garnered special recognition by serving as this year’s keynote speaker for Michigan State University’s College of Veterinary Medicine Dr. Martin Luther King Day celebrations. Dr. Cezar is an alumna of MSU.

Drs. Pritt and Cezar will also be the keynote speaker and special guest, respectively, for a first-ever Leadership Conference to be hosted by the College of Veterinary Medicine at Auburn University. This all-day program will be held on October 29 and is being organized by Dr. Marike Visser, a clinical pathology resident, with amazing support from Dean Calvin Johnson.



Dr. Cezar at MSU