

**Women's Veterinary Leadership Development Initiative (WVLDI)  
Report to the AVMA Board of Directors  
August 2015 (for the September, 2015 BOD Meeting)**

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**Women's Veterinary**  

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**Leadership Development Initiative**

## **Executive Summary**

Since the last report to the AVMA BOD, the WVLDI has continued to develop and influence the AVMA and the veterinary profession.

The 2015 AVMA Convention marked a turning point for the WVLDI. WVLDI sponsored sessions blended seamlessly with other programming and drew wide, diverse audiences. Our participation with the AVMA Future Leaders group was substantial and continues to grow. Most notably, our networking event was a huge success. That event provided the platform that the AVMA BOD has wanted for years – an upbeat, well-attended event where AVMA members had positive interactions with their AVMA elected leadership

The Board Members, supporters, volunteers, students, and others with a vested interest in the advancement of veterinary medicine deeply appreciate the AVMA's financial support of our efforts.

## Social Media and Web Presence

WVLDI's group sizes continue to increase. The Facebook group page will close soon and all Facebook communications will come from a fan page that individuals "like." Such a change allows the WVLDI to better control content and tone. Our follower numbers do continue to increase:


- 238 Twitter followers
- 654 Linked In group members
- 1059 Facebook Page Followers
- 1387 Facebook Group Members

For the second half of 2015, the WVLDI will be highlighting various female leaders in the AVMA and the veterinary profession with our *Veterinary Leader Spotlight*. Many of these posts generate a substantial number of comments on Facebook.

We are eagerly awaiting the completion of our new web site with an anticipated "go live" date of November. Be sure to check us out at [www.womenveterinarians.org](http://www.womenveterinarians.org) (and [www.womenveterinarians.com](http://www.womenveterinarians.com)).

**Women's Veterinary Leadership Development Initiative**  
July 20 at 8:40am

The Women's Veterinary Leadership Development Initiative helped support Dr. Michelle Larsen with her application to the AVMA's Future Leader Program. Dr. Larsen and her class just completed the one year program, creating multiple convention events and a website for all AVMA members about veterinary wellness- centering on topics including self-care, work-life balance, difficult conversations, and a validated self-assessment tool. WVLDI would like to congratulate Dr. Larsen and the Future Leaders class on their achievements, and were happy to have been a part of the program! Shown here are WVLDI Board Members Dr. Lori Teller, Dr. Stacy Pritt, Future Leader Dr. Michelle Larsen, and Dr. Karen Bradley.



Like Comment Share

You, Bridget Heilsberg, Eva Evans, Anna M. van Heeckeren and 18 others like this.


1 share

**Women's Veterinary Leadership Development Initiative**  
August 13 at 11:11am

Veterinary Leader Spotlight of the Week: Dr. Eva Evans! Dr. Evans recently attained the honor of being the PAC's youngest chairman. In addition to being a young female leader in many aspects of our profession.

Dr. Eva Evans graduated in 2012 from the University of Tennessee College of Veterinary Medicine. After working for two years in a Las Vegas private practice, Dr. Evans moved back to Nashville where she worked at an after-hours emergency clinic. She also recently complet... See More

**VETERINARY LEADER SPOTLIGHT**



DR. EVA EVANS,  
PAC CHAIRMAN

Like Comment Share

Elise Ackley, Bridget Heilsberg, Eva Evans and 33 others like this. Top Comments

3 shares

Write a comment...

Jan K. Strother Congratulations ! Thank you for your service and for your vision.  
Like Reply August 14 at 9:54am

Bobbi Sizemore How cool is that?  
Like Reply August 13 at 2:36pm

## **AVMA Convention**

This year's **AVMA Convention** was a landmark event for the WVLDI. Not only did our organization participate in the continuing education program, but we also contributed to the **AVMA Future Leaders Symposium on Wellness** as well as their **Roundtable Luncheon**. Speakers for WVLDI sponsored sessions included two AVMA staff members (Drs. Sabin and Reddish) as well as a former AVMA Future Leader (Dr. Tran).

### **AVMA Convention Programming**

#### *The Impact of Parenthood on Your Career (Hot Topic!)*

Busy veterinary professionals continue to look for a balance of work-life choices to ensure personal and professional happiness. One of the biggest personal choices for both men and women is that of having children. Parenthood affects each individual differently, but also affects each professional differently depending on their gender, career path, and available support systems.

Speakers: Drs. Rachel Cezar, Lori Teller, Beth Sabin, and Heath McNutt

#### *The Imposter Syndrome: Shattering the Psychological Glass Ceiling in Your Career (Hot Topic!)*

In today's highly competitive and global marketplace, it is challenging to navigate the realities of the workplace and learn the necessary skills of self-advocacy, networking, and political (organizational) savvy without first tackling the self-limiting beliefs that affect self-confidence and self-worth as a professional. Many face "Imposter Syndrome" creating their own internal glass ceiling. This session explores the current concepts and research behind the "Imposter Syndrome" and the speakers provide strategies for how all professionals can change negative thoughts to positive ones and become leaders.

Speakers: Drs. Doug Aspros and Karen Bradley

#### *Career Transitions as a Leader: Creating Your Path in the World Beyond Private Practice (Parts I and II)*

Finding companion animal clinical practice doesn't satisfy you? This session will feature several unique presentations that will share inspiring stories of how to forge unique career pathways in leadership and management positions as a veterinarian. In this session, learn how to find and make the most of career options in management and leadership for veterinarians including laboratory animal science, academic positions, government opportunities, and corporate positions. Participation from the audience will be encouraged as attendees can ask for advice and tips from the speakers.

Speakers: Drs. Rachel Cezar, Stacy Pritt, Anna Reddish, and Christina Tran

## AVMA Future Leaders Symposium on Wellness

Dr. Karen Bradley was honored to present a session entitled *Veterinary Work-Life Balance: The New Frontier for an Old Career* as well as serve as a panelist for the *Workplace Wellness Panel Discussion*. In addition to Dr. Bradley, Drs. Rachel Cezar and Stacy Pritt served as table moderators for the exceptionally well attended **Roundtable Luncheon**.



**AVMA**  
**FUTURE**  
**LEADERS**  
**ROUNDTABLE**  
**LUNCHEON**

 **MON JULY 13**  
**12 PM - 1 PM**  
**ROOM 258C**

**AVMA.ORG/WELLNESS**  
**#GETYOURWELLNESSON**

### TABLE 2

Speaker: Karen Bradley, DVM

Title: The Imposter Veterinarian: how high achievers can hold themselves back

Description: At this table we will discuss the definition of what is known as the Imposter Syndrome and learn to recognize that little voice that may be threatening your confidence and stalling progress in your career and life.

### TABLE 5

Speaker: Stacy Pritt, DVM, MS, MBA, CPIA  
 Diplomate, American College of Animal Welfare

Title: Emotional Intelligence as a Path to Wellness

Description: Developing emotional intelligence is important for our psychological well-being. As veterinarians and leaders in the workplace, it is imperative that we develop our own emotional intelligence and help our employees develop their own emotional intelligence.

### TABLE 9

Speaker: Rachel Cezar, DVM

Title: Facing Parenthood as a Young Veterinary Professional

Description: One of the biggest choices when having a professional career is considering whether to have children. Parenthood was not on my radar when it was introduced in my life. I will discuss the challenges and successes of becoming a new parent and having a professional career while maintaining your mental, physical and financial sanity.

## AVMA Convention Networking Event

On Monday morning of the AVMA Convention, the WVLDI along with the AVMA and Banfield Pet Hospital hosted a one-hour networking session. In addition to Banfield representatives, Dr. Bradley welcomed the attendees on behalf of the WVLDI and Dr. Ted Cohn provided an official welcome from the AVMA. With over almost 100 attendees (13 students and over 60 AVMA members), this event was a success! Because this event focused on career growth and networking, it achieved what the AVMA and the Convention Division/now-sunset Convention Meeting and Program Committee (CMPC) could not – **an energetic, upbeat event where AVMA members could talk directly to their AVMA leadership!** So many great connections came out of this event. We hope to see many more like this in the future.



### REVOLUTIONIZE YOUR ROLE IN OUR PROFESSION

An important  
Networking Event  
for setting and  
achieving personal and  
professional career and  
leadership goals



MONDAY, JULY 13  
9:00 AM - 10:00 AM  
EXHIBIT HALL - LUNCHTIME  
CONNECTION AREA B

Join colleagues from AVMA's Early Career and Future Leader communities, members of WVLDI, and key thought leaders within the veterinary profession for important discussion on setting goals for your role in our profession. Whether it is a leadership role in an organization, a practice, an association - connect with peers to share experience and expertise.

Refreshments included.

SPONSORED BY:



The WVLDI would like to pass along a big thank you to AVMA staff members Dr. Beth Sabin and Ms. Jodie Taggett for making this networking event a reality!

### **Student Chapters**

Students continue to be very active in the WVLDI. WVLDI Board members Dr. Don Smith and Ms. Julie Kumble will be participating in a one-hour elective at St. George's University School of Veterinary Medicine in August. At that time, they will also be discussing the formation of a student chapter.

Later this year, a Student Director position (to be appointed by SAVMA) will be added to the WVLDI BOD. While the WVLDI has had a student representative since its inception, the relationship will become more formal and permanent with this arrangement.

### More to Come in 2015 and 2016

Drs. Doug Aspros and Karen Bradley will partake in a special session at **CVC in Kansas City on August 28** focusing on women in the profession. Along with Dr. Sarah Wooten, the speakers will focus on the following topics:

- *Why practice leadership – and ownership – make sense for women in veterinary medicine.*
- *Practice leadership doesn't have to mean practice ownership*
- *Gracefully managing the 3 Ps – part-time, pregnant, and pumping.*

We hope that this will be the first of many special sessions to come in the future. The CVC put together a short video clip announcing the event, which you can view at <http://www.thecvc.com/plan-to-attend-women-who-win-building-a-new-ladder-to-leadership/>.



The **Western Veterinary Conference (WVC)** is once again giving the WVLDI free speaker registration for their meeting in March, 2016. Planned sessions include:

- *Who's the Boss? It could be you! Making practice ownership a reality.*
- *Work or Life? It's not a zero sum game. Balancing friends, family, and work.*
- *Finding confident and shattering your own glass ceiling.*
- *Tips for successful career transitions.*

Both the **WVC and NAVC** have approached the WVLDI about sponsored events in 2016, including a summit devoted to career advancement for women veterinarians hosted by the WVC. Discussions are on-going.



### **Continuing Leadership Development**

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.

The WVLDI is proud to announce that it supported the applications of three of the ten AVMA Future Leaders for the 2015-2016 program: Drs. Sarah Allison, Corinn Hardy, and Raphael Malbrue.