

USAHA/AAVLD COMMITTEE ON DIAGNOSTIC LABORATORY AND VETERINARY WORKFORCE DEVELOPMENT

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The Committee met virtually on October 8, 2020, from 12:00-2:00 p.m. There were 10 members, and 24 guests present.

Presentations and Reports

Survey results from USAHA/AAVLD members

A brief survey was created to determine the level of concern or issue with recruitment and retention within the USAHA and AAVLD. The survey was distributed to the main listservs of the USAHA and AAVLD. Over 100 responses were received from organizations across North America.

Report is attached and key findings are shown below.

Q5 - Is your organization/workplace experiencing challenges with recruiting, maintaining staffing levels, or retaining professional staff?



Q7 - With respect to the challenges your organization is facing, please could you share what specific areas are challenging your lab/organization right now? - Selected Choice



National Bio and Agro-Defense Facility (NBAF) Scientist Training Program and NBAF Laboratorian Training Program

Kim Dodd, USDA, Animal and Plant Health Inspection Service (APHIS)

Roxann Motroni, USDA-APHIS, Agricultural Research Service (ARS)

Both speakers provided an overview of the training programs taking place to provide opportunities for advancement and career development for scientists and veterinarians, both for research project funding, mentorship, and career development.

Factors and Attitudes Affecting Veterinary Career Paths; a Summary of Survey Completed January 2020

Melanie Barham, University of Guelph

A brief presentation summarizing the findings of a survey completed by Dr. Barham and Dr. Sean Lyons at the University of Guelph was shared. Just over 1,000 veterinarians responded globally to the survey and covered what factors caused veterinarians to leave and stay in primary care clinical practice, resources needed and wanted to leave and stay, as well as attitudes and feelings related to leaving primary care practice were discussed.

American Association of Veterinary Medical Colleges (AAVMC) Actions for Workforce Development in Non-primary Care Areas

Ted Mashima, AAVMC

Dr. Mashima provided an update from the accrediting body from veterinary colleges (the American Association of Veterinary Medical Colleges). A portion of veterinary colleges across North America have career path counsellors providing guidance and training opportunities for students in veterinary and graduate programs in clinical and non-clinical roles within the profession. The career counsellors have formed a network that meets to share resources and can be contacted through the AAVMC.

Committee Business:

The committee met and divided into break-out rooms to determine committee priorities for the year. Each group was asked to determine what the committee should focus on. When convened together, several major themes emerged that were developed collaboratively into the committee's workplan for the year:

- 1) Compile resources for members around where to list jobs, hiring practices, recruitment and retention efforts. The Committee will seek approval from AAVLD/USAHA to post these resources on their websites for members to access.
- 2) Approach USAHA/AAVLD to request speakers on topics such as management practices, recruitment and retention at subsequent annual meetings/conferences.
- 3) Continue to create linkages with organizations such as the veterinary colleges, career advisors so that careers outside of primary care practice are promoted and seen as a career path by graduates of veterinary and biological sciences programs in both undergraduate and graduate programs in North America.