



UNITED STATES ANIMAL HEALTH ASSOCIATION

2013 RESOLUTION

117TH ANNUAL MEETING

OCTOBER 17-23, 2013 ~ SAN DIEGO, CA

RESOLUTION NUMBER: 1 and 5 Combined - APPROVED

**SOURCE: USAHA/AAVLD COMMITTEE ON DIAGNOSTIC
LABORATORY AND VETERINARY WORKFORCE
DEVELOPMENT
USAHA/AAVLD COMMITTEE ON NATIONAL ANIMAL
HEALTH LABORATORY NETWORK**

**SUBJECT MATTER: NATIONAL DIAGNOSTIC LABORATORY AND
VETERINARY WORKFORCE ASSESSMENT**

BACKGROUND INFORMATION:

The purpose of the United States Animal Health Association (USAHA)/American Association of Veterinary Laboratory Diagnosticians (AAVLD) Committee on Diagnostic Laboratory and Veterinary Workforce Development (DLVWD) is to educate policy makers and influence North America's policy on the supply of and demand for veterinarians and laboratory diagnosticians as well as animal health laboratory facility needs. To effectively accomplish these goals, the committee members must analyze the gaps in veterinary workforce and facility needs. However, the committee does not have accurate data on the nation's veterinary workforce and animal health laboratory facility needs. In the past 12 months, there have been two veterinary workforce assessments completed - one for federally employed veterinarians and one for private veterinary practitioners. These assessments are missing data on state employed veterinarians, academicians, and industry veterinarians. In addition, there has not been a needs assessment conducted on animal health laboratories.

The National Association of Federal Veterinarians (NAFV) and the American Veterinary Medical Association (AVMA) are interested in assessing the nation's veterinary workforce to identify veterinary workforce gaps between needs and demand. The Committee proposes that a joint effort between the NAFV, AVMA, USAHA, AAVLD, other veterinary associations, and the state and federal governments, be initiated and completed to assess the gap between the current demand and need for state and federal and animal health laboratory veterinarians in the national veterinary workforce needs. This information can be used to analyze needs and workforce gaps. The resulting analysis can then be used to better educate policy makers, develop strategies to resolve the needs identified, and ensure the nation is prepared to effectively respond to emerging and emergency animal health diseases.

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2013 RESOLUTION 1 & 5 COMBINED, PAGE 2**

RESOLUTION:

The United States Animal Health Association (USAHA) and American Association of Veterinary Laboratory Diagnosticians (AAVLD) urge the National Association of Federal Veterinarians, American Veterinary Medical Association, federal and state governments, and other veterinary associations to develop and participate in a joint national effort in assessing and effectively addressing national veterinary workforce needs and animal health laboratory needs before the next USAHA and AAVLD annual meeting in 2014.

AVMA



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December 11, 2013

Dr. Stephen K. Crawford
President
U.S. Animal Health Association
4221 Mitchell Avenue
St. Joseph, Missouri 64507

Dear Dr. Crawford:

Thank you for your letter of November 21, 2013 and attached resolution to the AVMA requesting our participation in a joint national effort to address the national veterinary workforce needs and animal health laboratory needs.

Let me assure you the AVMA shares the goal of your resolution and is currently working diligently towards that end.

The 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 AVMA recently signed a Memorandum of Understanding with the National Association of Federal Veterinarians (NAFV) and the Virginia-Maryland Regional College of Veterinary Medicine (VMRCVM) Center for Public and Corporate Veterinary Medicine (CPCVM). This MOU has established a partnership intended to help increase the opportunities for public practice veterinarians and to provide training to better prepare veterinarians for careers in public and corporate veterinary practice.

Positive outcomes of this new partnership to date include completion of a white paper titled "Addressing Federal Hiring Needs with Veterinary Professionals"; developing an educational brochure 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 private practice with a goal of increasing job opportunities for veterinarians to work in federal, state and local government; and working to revise the federal government 701 series job description to expand the opportunities for veterinarians in the federal workforce. Also related to this MOU, as part of the AVMA's Future Leaders Program the current AVMA Future Leaders Class is working collaboratively with the VMRCVM CPCVM on developing resources for veterinarians interested in making a career transition away from traditional clinical practice.

Additionally, the AVMA and the NAFV, while not members, sit on the Talent Management Advisory Council (TMAC) in an “advisory” capacity providing input and representation at TMAC meetings. The TMAC is an advisory group to federal agencies and to the U.S. Office of Personnel Management. The goal of the TMAC is to integrate the best human resource management tools and management practices in order to sustain the highest caliber of professionalism by Federal veterinarians. Currently the TMAC is drafting a Surge Capacity Plan/MOU between federal agencies. In addition, other recent TMAC activities include participation in a National Surge Capacity Workforce Assessment, meetings with Chief Human Capitol Officer and Human Resource federal agency officials on TMAC Veterinary Workforce Issues and working towards revision of the 701 series job classification.

Longer term goals include the measurement of the benefits and costs of the management and control of zoonotic diseases as a means to identify an appropriate level of veterinary professionals for monitoring and reducing the risk to animal and human health of these diseases both domestically and internationally.

Legislatively the AVMA continues to provide support for NAHLN authorization in the Farm Bill reauthorization and NAHLN funding in annual appropriations:

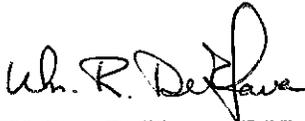
- a. Farm bill: Sec. 12106. National Animal Health Laboratory Network. \$15 million annually is authorized.
 - i. Establishing authorized funding specifically for the NAHLN has been a longtime goal for AVMA. The NAHLN is a vital resource for our nation’s ability to detect emerging and foreign zoonotic disease to protect animal health, public health, and the nation’s food supply. Federal, State, and university-associated animal health laboratories have worked tirelessly to protect animal and public health and the nation's food supply by providing diagnostic testing aimed at detecting biological threats to the nation's food animals.
- b. Annual Agriculture Appropriations: Funding for Food and Agriculture Defense Initiative (FADI), which was authorized under section 1484 of the National Agricultural Research, Extension, and Teaching Policy Act of 1977, is a high priority for the AVMA. FADI’s programs include the NAHLN, the National Plant Diagnostic Network (NPDN), and the Extension Disaster Education Network (EDEN). NAHLN, NPDN and EDEN have distinct yet common missions in protecting U.S. agriculture and in supporting animal, plant and public health consistent with the mission of NIFA.

In summary, in partnership with the National Association of Federal Veterinarians, federal and state governments and other veterinary organizations (such as the Virginia-Maryland Regional College of Veterinary Medicine), AVMA is diligently working to assess and effectively define and enhance the national veterinary and animal health laboratory workforce opportunities. AVMA welcomes additional dialog with USAHA and AAVLD pertaining to the national veterinary and animal health laboratory workforce opportunities, and other relevant topics, to help ensure AVMA’s continued support for public and corporate practice veterinarians and their associations.

Thank you for highlighting the importance of these issues to your associations and we look forward to working with you to improve the opportunities for veterinary professionals in the areas of public and corporate practice.

Please feel free to contact Dr. Mark Lutschaunig, Director, AVMA Governmental Relations Division (mlutschaunig@avma.org; 202-289-3205) should you have any questions or comments about AVMA's statement.

Sincerely,

A handwritten signature in black ink that reads "W. Ron DeHaven". The signature is written in a cursive style with a large, looped initial "W".

W. Ron DeHaven, DVM, MBA
Executive Vice President and CEO
American Veterinary Medical Association