

Division/Unit Goals Report - Institutional Effectiveness Data Report

University of Florida

Academic Affairs

Academic Colleges

College of Veterinary Medicine

CVM Mission

The UF College of Veterinary Medicine (CVM) is the state's only veterinary college, offering comprehensive services to the public through teaching, research, extension, and state-of-the-art patient care. The CVM is part of the UF Academic Health Center and the Institute of Food and Agricultural Science (IFAS), making us uniquely situated to provide integrative support for the University in areas of animal health, human health, and the environment.

Following the College's inception in 1976, its faculty, students and alumni have contributed to the university's reputation for excellence in teaching, research, and service through their work in the classroom, field, clinic, and laboratory. Because CVM is the sole veterinary college in Florida and offers training toward professional and research degrees, its responsibilities include traditional animal practice, zoological and aquatic medicine, public health, military health, and epidemiology, as well as state-of-the-art research programs in allied fields. The CVM does not have an undergraduate program.

The CVM supports the teaching, research and service missions of the university and its efforts to "enable our students to lead and influence the next generation and beyond for economic, cultural and societal benefit." The mission adopted by the University of Florida College of Veterinary Medicine (UFCVM) is to promote ... *"the advancement of the health and welfare of animals, humans and the veterinary medical profession through world-class education, innovative research and state-of-the-art clinical services."*

Our vision is to be an internationally-recognized leader among institutions that use comprehensive multi-modal approaches to address complex public health issues, including diseases that impact both humans and non-human species.

Unit/College: College of Veterinary Medicine

2016-17 Goal 1: World Class Education

Provide state-of-the-art education to CVM students.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: College of Veterinary Medicine

Responsible Roles: Executive Associate Dean (Vickroy, Thomas)

Action Items

1. Provide an education consistent with best practices in the field
2. Ensure workforce preparedness

Measures of Action Items

1. Provide an education consistent with best practices in the field
 - a. Earn AVMA accreditation for DVM program
 - b. Presentations at scholarly conferences or workshops
 - c. Publication of original research in quality outlets
 - d. Formal student evaluations of their educational experiences
 - e. Global student feedback at town hall meetings with college administrators
2. Ensure workforce preparedness
 - a. Survey veterinary students, veterinary graduates, and employers of graduates
 - b. Passing rates on the national licensing examination for DVM students (NAVLE)
 - c. Passing rates on qualifying exams and final defense for PhD students
 - d. Rates of successful completion of MS degree requirements

Time Period of Action Items

Ongoing

Resources of Action Items

Resources for Action Item 1:

Offices of Associate Dean of Students and Instruction, Associate Dean of Research and Graduate Studies, and Executive Associate Dean

Resources for Action Item 2:

Offices of Associate Dean of Students and Instruction, Associate Dean of Research and Graduate Studies, and Executive Associate Dean

Results and Evaluation

1. Provide an education consistent with best practices in the field.
 - a. The AVMA COE approved the DVM program on the basis of the interim annual report filed for 2016-2017.
 - b. The data on scholarly presentations is not accurately tracked and therefore any data reported would not reflect current activity in this area.
 - c. The data on publication of original research in quality outlets is not accurately tracked and therefore any data reported would not reflect current activity in this area.
 - d. Formal student evaluations of their educational experiences, using the university's faculty evaluation system, indicated that all department mean ratings on item 10 (overall assessment of instructor) are above 4 (above average).
 - e. Feedback from the town hall meetings for graduating students and administrators is not reported as the purpose of the town hall meeting is to allow students to discuss topics of relevance to them and does not always provide an accurate mechanism for feedback about educational experiences within the college.

2. Ensure workforce preparedness

a. Revised employer and alumni surveys were created that more directly reflect the American Veterinary Medicine Association's competencies. Seventy-nine items on the employer survey were rated as exceeds or meets expectations out of a total of eighty-one items. Seventy-one items on the alumni survey were rated as strongly agree or agree out of a total of eighty-one items.

b. One hundred fifteen DVM students attempted the NAVLE in 2016-2017. One hundred and six of the 113 students who attempted the exam in the fall passed on the first attempt and two of the two students who attempted the exam in the spring passed on the first attempt, for a percentage of first attempt pass rate of 94%. Six of the seven students who were not successful on the first attempt registered for a second attempt. Four students passed on the second attempt out of the six who registered, bringing the total pass rate for 2016-2017 to 97%. Two students who attempted the exam a second time did not pass and one failed to register for a retake.

c. Five Ph.D. students passed their qualifying exams out of 5 students who took the qualifying exam. Five Ph.D. students successfully defended their dissertation out of 5 students who defended their dissertation.

d. Fifty-one students successfully completed the M.S. degree requirements out of a total of 51 students.

-  Aggregate Student Course Evaluations for Each CVM Academic Department
-  Class of 2015 Employer Survey Results FOR SACSCOC
-  Class of 2015 Alumni Survey Results For SACSCOC
-  Dissertation Defense Data
-  M.S. Degree Requirements Completion Data
-  navle_2016_2017_annual_universityofflorida_florida
-  Ph.D. Qualifying Exam Completion Data

2016-17 Goal 2: Create and Disseminate New Knowledge

Contribute to advancements in veterinary science knowledge.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: College of Veterinary Medicine

Responsible Roles: Executive Associate Dean (Vickroy, Thomas)

Action Items

1. Recruitment: Hire faculty to fill research deficiencies
2. External Funding: Acquire greater external funding to support faculty research, post-doctoral students, interns and residents, and graduate students.
3. Scholarship and Dissemination:
 - a. Maintain high rate of quality publications

Measures of Action Items

1. Recruitment

- a. Background and qualifications of faculty members

2. External Funding

- a. Extramural grant proposals funded
- b. Donor gifts to support scholarship

3. Scholarship and Dissemination

- a. The data on publication of original research in quality outlets is not currently tracked accurately and therefore any data reported would not reflect current activity in this area.
- b. The data on publication of original research in quality outlets is not accurately tracked and therefore any data reported would not reflect current activity in this area.

Time Period of Action Items

Ongoing

Resources of Action Items

Resources for Action Item 1:

Offices of the Executive Associate Dean and Associate Dean of Research and Graduate Studies

Resources for Action Item 2:

Offices of the Executive Associate Dean and Associate Dean of Research and Graduate Studies

Resources for Action Item 3:

Offices of the Executive Associate Dean and Associate Dean of Research and Graduate Studies

Results and Evaluation

1. Recruitment

- 1. Background and qualifications of faculty members: Nineteen new faculty members were hired during the 2016-2017 academic year. The cohort of new faculty hires included four tenure track hires with an overall distribution by rank being heavily weighted toward early career stage faculty (6 Lecturers, 10 Assistant Professors, 1 Associate Professor and 2 Full Professors). Five of the new faculty members were hired to replace individuals who had retired or separated from the university and the remaining hires were made for newly created faculty positions. In all cases, faculty were hired after undergoing a competitive review process that evaluated the strength of their research, clinical training and/or teaching skills. The essential skills for each position were used to screen and compare applicants for suitability to each faculty position role, whether it entailed a primary assignment in teaching, research or clinical service within a particular clinical specialty. All newly hired faculty members had earned advanced graduate degrees (Ph.D. or equivalent) and/or professional veterinary degrees (DVM or equivalent) along with specialty board certification in a particular area of clinical specialization.

2. External Funding

1. Extramural grant proposals funded: During the reporting cycle, there was a 35% increase in externally funded grants and contracts awarded to the College of Veterinary Medicine with aggregate total costs of approximately \$13.4M in 2016-2017.
2. Donor gifts to support scholarship: A total of 108 donor supported grants were awarded to the faculty of the College of Veterinary Medicine during this reporting cycle for an aggregate value of \$3.12M, including more than \$900K in unrestricted funds and \$1.46M of funds that were restricted to support specific college research programs.

3. Scholarship and Dissemination

1. The data on publication of original research in quality outlets is not currently tracked accurately and therefore any data reported would not reflect current activity in this area.
2. The data on publication of original research in quality outlets is not accurately tracked and therefore any data reported would not reflect current activity in this area.

2016-17 Goal 3: Work Synergistically With Other Units

Work synergistically with UF's Institute of Food and Agricultural Sciences and the UF Academic Health Center to advance biomedical and agricultural knowledge important to veterinary and human medicine.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: College of Veterinary Medicine

Responsible Roles: Executive Associate Dean (Vickroy, Thomas)

Action Items

1. Support faculty to identify and develop multi-disciplinary projects that find solutions for veterinary, human, and environmental issues

Measures of Action Items

Number of multi-disciplinary projects developed or in progress.

Time Period of Action Items

Ongoing

Resources of Action Items

Office of the Executive Associate Dean

Results and Evaluation

1. Dr. Ilaria Capua was jointly hired by the College of Veterinary Medicine, IFAS, and the Emerging Pathogens Institute. She holds a joint appointment in the College of Veterinary Medicine in the Infectious Disease and Immunology Department. Dr. Capua is leading the One Health Initiative and is creating a Center for One Health.
2. The College of Veterinary Medicine co-sponsored and hosted the Teaching Symposium in collaboration with the Laureates University in the fall of 2016. One keynote speaker was from the Department of Family, Youth and Community Sciences, a member department in the College of Agricultural and Life Sciences within IFAS.
3. The College of Veterinary Medicine sponsors, has faculty attend and present at the annual Teaching and learning Symposium offered through the College of Agricultural and Life Sciences and IFAS.

College Actions for Improvement

Unit/College Actions for Improvement

Dr Tom Vickroy reviewed survey data from employers and alumni, pass rates on national exams for DVM students, pass rates on qualifying exams and dissertation defenses for Ph.D. students, completion of degree requirements for M.S. students, the AVMA interim accreditation report, faculty professional publications and presentations, new faculty hires, external funding, donor gifts, and collaborative efforts with IFAS. The College is committed to maintaining AVMA accreditation and will continuously monitor its operations and processes to ensure compliance with AVMA standards. Based on our review of the various exam and graduate requirement pass rates examined, we decided to continue to monitor DVM student pass rates on the NAVLE and Ph.D. and M.S. student completion rates of graduate degree requirements. If in the future we should see that we are falling below our criterion for success and a trend is discernible, we decided that we would review the curricular content to address the pass rate. Based on our review of the newly revised DVM employer and alumni survey data, we decided to monitor feedback from both sources as students who will have the benefit of the newer curricular efforts designed to address AVMA competencies graduate and enter the profession. Based on our review of formal student course evaluations, we decided to continue to report on departmental means on item 10 (overall assessment of instructor) as the metric for this measure. We chose this metric because many of the courses in the College of Veterinary medicine have multiple instructors for shorter duration than is typical in other colleges at UF. The rating on individual instructors or courses might not provide overall effectiveness of instruction. If a department's average rating on this item were to fall below an average of 4, we decided that at that point there would be reason to investigate further. Based on our review of the data for overall instructor effectiveness, we decided to continue monitoring this assessment of delivery of effective curriculum. Based on our review of the feedback from the graduating class of DVM students during town hall meetings, we decided to discontinue the use of this feedback as a metric for improvement. This decision was made because the purpose of the town hall is to provide a space for the graduating class to discuss issues, concerns, and positive aspects of their experiences as a student in the DVM program. The town hall is meant to be an open forum with no agenda other than what the students decide to discuss. The Dean and Associate Deans felt that it was in the students' interests to allow it remain that way rather than impose a specific agenda on the meeting. We decided to eliminate this as one of the measures of action items. Based on our review of how publications and presentations are currently tracked within the College of Veterinary Medicine, we decided at the last reporting period to investigate ways to more accurately track this information. The College is creating a Faculty Toolkit that will track and collate publications, presentations, interdisciplinary projects, and external and interdisciplinary grants. We hope to have the faculty begin using the Toolkit in 2018. Based on our review of the number of new faculty hires, we decided to continue to monitor the needs of the College with regard to teaching, research and clinical services and hire as needed and where appropriate.