

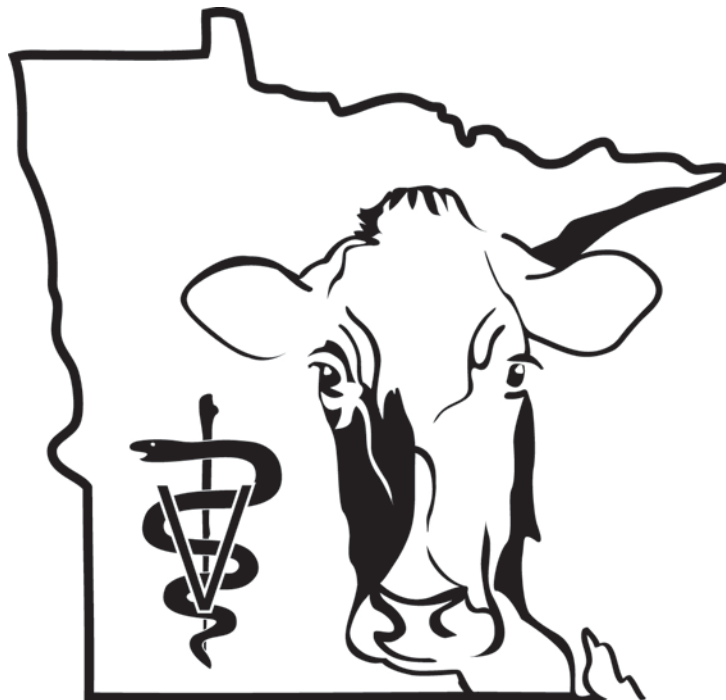
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UNIVERSITY OF MINNESOTA

College of Veterinary Medicine

VETERINARY CONTINUING EDUCATION



ST. PAUL, MINNESOTA
UNITED STATES OF MINNESOTA

Food Supply Veterinary Medicine Coalition (FSVMC)

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Food Supply Veterinary Medicine (FSVM) is a new term that encompasses all aspects of veterinary medicine's involvement in food supply systems, pre and post harvest, from traditional agricultural production to consumption.

December 2002, Denver –

- Several people met in conjunction with the AVC meeting to discuss the apparent manpower situation as it related to food and mixed animal practice.
- Present were representatives of: AABP, AVC, AASV, AASRP, AVMA, AAVMC, and industry
- There was much discussion surrounding the “need” for future food animal veterinarians. Exacerbating the problem was that the underlying reasons for the shortage of food animal veterinarians in North America had not been systematically studied in a scientific-based manner. As such, those constituents interested in working to reverse this trend had to rely on only anecdotal evidence. In order to create meaningful strategies aimed at increasing student interest and commitment in this area, a thorough understanding of the individual and external forces influencing student recruitment, student selection, and career retention in the field of food supply veterinary medicine was needed.
- Concern was expressed regarding the haphazard approach to the issue with many entities, in the profession and industry going off on their own to find answers. With the limitation of resources, it was thought best to see if we could work together to come up with meaningful answers that could be utilized by all aspects of the industry.
- It was agreed that we should continue down this road and began putting together a plan and funding.
- The group met several times over the next 18 months and secured enough funding that a project looking at the manpower needs of the profession and industry could be undertaken.

Fall of 2003

- Request for proposal sent out
 - “We expect the vendor to develop a comprehensive scientific-based verifiable study to identify, quantify and evaluate various economic, demographic, technological and societal factors that will influence the identification, recruitment, employment and retention of highly qualified individuals available to meet societal demands for food supply veterinary medicine. It should address where we currently are and what our future needs will be, not only in traditional service roles in rural practice, academia and industry but in governmental and new areas such as food

safety, biosecurity, epidemiology and process verification across all food and fiber producing animal species.

- It should also suggest mechanisms to implement any required changes that are identified as essential to meet this future need. There are four objectives the FSVMC wants specifically addressed: 1) to identify and evaluate existing and emerging factors (e.g. economic, societal) affecting the applicant pool of students attracted to food supply veterinary medicine (FSVM); 2) to determine how to recruit students, and develop and/or maintain student's interest in FSVM while in veterinary school.; 3) to determine factors that affect selection of employment by FSVM graduates.; and 4) to determine how to retain recent graduates for 5+ years in FSVM.”

Spring of 2004

- Dr. David Andrus, Dr. Kevin Gwinner, and Dr. Bruce Prince from the KSU Department of Business, Marketing, and Management put forward a proposal that the FSVMC accepted. The project will look at both the demand and supply side of veterinary manpower as it relates to food animals.
- Delphi modeling:

This method was developed by the RAND Corporation (www.rand.org) and initially used for military applications. The Delphi method is now widely used by many government entities as well as business corporations as a planning tool for anticipating future trends and developing solutions to problems. **The Delphi technique is particularly appropriate for situations where novel emerging societal and economic factors make mathematical modeling or linear programming less useful.** Essentially, the Delphi method utilizes panels of “experts” that respond anonymously to a questionnaire. The responses are summarized and then sent back to the panel members along with another questionnaire. This feedback process is repeated several times. The final responses are then analyzed statistically and summarized. Mathematical trend-based methods are designed to capture historical relationships between key indicators such as income levels and number of homes in rural areas and make linear extrapolations of those patterns into the future. For transitional situations, where emerging factors disrupt historic patterns, the expert judgment-based Delphi method is particularly adept at clarifying the influence of novel events, calibrating the individual and combined effects of these key factors, and producing better forecasts of the future demand for FSVM professionals.

The panels have been formed and include (but are not limited to):

- Academics
- Beef Cattle Practice
- Dairy Cattle Practice
- Swine Practice
- Poultry Practice
- Small Ruminants Practice
- Mixed Food Animal Practice in Rural Settings
- Industrial Veterinarians in Pharmaceutical Firms
- Industrial Veterinarians in Food Firms
- Public Service - State/Provincial
- Public Service - Military
- Public Service – Federal

The panels include recent graduates as well as students. Special attention was made to include students and recent graduates in panels that were looking at recruitment, training, career expectations, career switching, etc.

Spring 2005

Approximately 70% of the investigative work has been completed. The remaining investigative work and analysis of the data is expected to be completed by the summer of 2005.

The goal of this project is to identify and quantify factors that are affecting current and future manpower requirements in the area of Food Supply veterinary medicine. From it will come science based numbers and recommendations that the profession and the industry as a whole can use for short and long term planning.