Navigating Diversity and Inclusion in Veterinary Medicine

Greenhill, Lisa M., Davis, Kaupline Cipriani, Lowrie, Patricia M., Amass, Sandra F.

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Editors

Lisa M. Greenhill, MPA, is the associate executive director for Institutional Research and Diversity for the Association of American Veterinary Medical Colleges. Her work primarily focuses on the ongoing development and implementation of the DVM: DiVersity Matters initiative at the national and local levels as well as promoting the veterinary medical profession within communities of color. Her work includes: developing population-specific outreach, recruiting, and retention activities for K-16 students; developing retention and other programs for URMs enrolled in veterinary medical colleges; developing programs and services for faculty, staff, and administrators of veterinary medical schools and medical school graduates; developing and maintaining collaborative relationships and knowledge of diversity initiatives of other health professions; monitoring legislation that affects admissions efforts that promote diversity; and directing the Association’s national research agenda. Greenhill is the recipient of the Emerging Leader Award from the National Association of Minority Medical Educators, Inc.
KAULINE CIPRIANI DAVIS, PhD, is the director of Diversity Initiatives at the Purdue University College of Veterinary Medicine. She is responsible for developing, implementing, and coordinating initiatives to enhance diversity and inclusiveness. Cipriani Davis has served as assistant to the Provost, with responsibilities in academic affairs and diversity, and as assistant director of the Women in Science Programs. She has been a co-mentor for the Summer Research Opportunities Program, an advisor for the Black Graduate Association, and has worked closely with the NIH Summer Research Institute for Diversity in Biomedical Sciences, the LSAMP/AGEP Program Offices and the Purdue Chapter of Minorities in Agriculture, Natural Resources and Related Sciences. Cipriani Davis currently advises the PVM chapter of Veterinary Students as One in Culture and Ethnicity, a national student organization that provides leadership in the exploration of issues of diversity and inclusion. She is the recipient of the Engagement Award from Purdue University’s Black Graduate Association.

PATRICIA M. LOWRIE, MS, is the assistant to the dean in the College of Veterinary Medicine and also is the director of the Women’s Resource Center at Michigan State University. In veterinary medicine, she has been successful in enhancing educational opportunities for underrepresented populations who are seeking careers in the health professions. In both roles, she develops synergistic strategies that facilitate organizational inclusiveness, particularly ones that engage women and other marginalized groups in initiatives that infuse social justice ideals more comprehensively into the institution. Nationally, she consults with various educational entities on approaches to promote inclusive leadership as a core value. She is the recipient of the MSU Diversity Award, the inaugural MSU Robert F. Banks Award for Institutional Leadership and was recognized by the Association of American Veterinary Colleges for her contributions to veterinary medical education. Recently, Lowrie completed an appointment as a senior fellow at the Association of American Colleges and Universities, which included the role of chairperson of the advisory board for Campus Women Lead.

SANDRA F. AMASS, DVM, PhD, DABVP, is the associate dean for Engagement and a professor of veterinary clinical sciences at Purdue University College of Veterinary Medicine. Her responsibilities include the coordination of P-12 outreach programs for the veterinary college. Amass is researching methods to diversify the veterinary profession by exciting students who are underrepresented in veterinary medicine about careers in veterinary medicine. She has formed research teams to study the perceptions that children and the public have about the profession and
the impact of P-12 publications, role models, and educational programs on these perceptions.

Author bios

Omolola Adedokun, PhD, is an assessment specialist for Purdue University’s Discovery Learning Research Center (DLRC), where she coordinates and conducts research and evaluation studies to examine the impacts and effectiveness of several formal and informal education programs, including programs designed to expand the science, technology, engineering, and mathematics (STEM) pipeline. Adedokun’s expertise is in quantitative and qualitative methods of educational research, program evaluation, and student assessment. Prior to joining the DLRC in 2009, Adedokun completed her postdoctoral training in life science education in the Department of Youth Development and Agricultural Education at Purdue University, where she conducted the evaluation of a youth-focused science education program. Adedokun received her doctorate in education from Purdue University. She also holds MS degrees in sociology and agricultural economics, a graduate diploma in survey research, and a BS degree in agricultural economics.

Mary E. Allen, MS, PhD, is the team leader for the Quality Assurance Group in the Office of New Animal Drug Evaluation, CVM, FDA. From 1986 to 1991, she taught nutrition at Tufts University School of Veterinary Medicine, and she was a consulting animal nutritionist to over twenty US zoos. Before coming to CVM, she was previously at the National Zoological Park, Smithsonian Institution, from 1991 to 2002, where she was responsible for the nutritional management of the animal collection. She also traveled extensively to conduct workshops in foreign zoos on the importance of nutritional management and reproductive health. Her research focused on mineral nutrition and vitamin D requirements of reptiles. Allen was the chair of the FDA’s Diversity Council from January 2008 to December 2011. She is currently becoming certified in organizational change management. Allen received her MS degree in animal and veterinary sciences from the University of Maine, Orono, and her PhD in animal nutrition from Michigan State University, East Lansing.

James R. Coffman, DVM, MS, DACVIM, received his doctor of veterinary medicine degree from Kansas State University in 1962. He served in private practice, specializing in equine medicine and as a veterinary medical faculty member at Kansas State University (KSU) and the University of Missouri. He received a master’s
degree in clinical pathology from KSU in 1969 and was a charter diplomate in the American College of Veterinary Internal Medicine. Coffman served as the head of the Department of Surgery and Medicine (now Clinical Sciences) at KSU from 1981–84 and as dean of the College of Veterinary Medicine from 1984–87. He was the provost of KSU from 1987–2004. As provost, multicultural affairs was among his highest priorities, with emphasis on student success, faculty and staff diversity, and creation of a critical mass of multicultural atmosphere and effectiveness. Strategies included assuring consistency between faculty and staff performance goals and expectations, career development, and institutional diversity goals.

W. Ron DeHaven, DVM, MBA, works as chief executive officer of the American Veterinary Medical Association (AVMA), serving more than 82,500 members as they work to meet the challenges of improving both human and animal health. The AVMA, founded in 1863, is one of the oldest and largest veterinary medical organizations in the world, whose members are dedicated to advancing the science and art of veterinary medicine. Prior to joining the AVMA, DeHaven served more than two decades with the US Department of Agriculture’s Animal and Plant Health Inspection Service (APHIS). As APHIS administrator, DeHaven was responsible for the protection of US agriculture and natural resources from exotic pests and diseases, administering the Animal Welfare Act, and carrying out wildlife damage management activities. DeHaven obtained his doctor of veterinary medicine degree from Purdue University in 1975 and a master’s degree in business administration from Millsaps College in 1989.

Bernadette M. Dunham, DVM, PhD, was appointed director of the Food and Drug Administration’s Center for Veterinary Medicine (CVM) in January 2008. In this role, she strives to foster public and animal health by regulating drugs and food additives for animals and approving safe and effective products for animals. Prior to becoming director, she was deputy director of the CVM. Dunham also served as the director of the CVM’s Office of Minor Use and Minor Species. She came to the CVM as deputy director of the CVM’s Office of New Animal Drug Evaluation. Prior to joining the FDA, Dunham was acting director for the American Veterinary Medical Association’s Governmental Relations Division from 1995–2002 in Washington, DC. From 1989 to 1995, Dunham was the director of laboratory animal medicine and adjunct professor of pharmacology at the State University of New York Health Science Center in Syracuse, NY. She is currently an adjunct professor in the Department of Biomedical Sciences and Pathobiology at the Virginia-Maryland Regional College of Veterinary Medicine. Dunham re-
received her DVM from the Ontario Veterinary College at the University of Guelph located in Ontario, Canada, and her PhD in cardiovascular physiology from Boston University, in Massachusetts.

**Ronnie G. Elmore, DVM, MS, DACT,** earned his veterinary degree at the University of Illinois. He was in private practice in Ohio, on the faculty of the University of Missouri - Columbia, on the faculty of Texas A&M University, and is currently on the faculty of Kansas State University. Elmore is a board-certified theriogenologist. He is active in local and national veterinary organizations and Rotary International. Elmore has always been interested in the relationship between animals and humans, and he has lectured widely on the subject of US presidents and their pets. Elmore is a prolific writer, having published more than 250 journal articles, magazine articles, abstracts, and book chapters. He wrote a weekly column for Copley News Service for more than thirty years and is a popular speaker for both veterinary and nonveterinary groups. Elmore has served as the associate dean for Academic Programs, Admissions, and Diversity at the College of Veterinary Medicine at Kansas State University for more than twenty years. He is a member of the Kansas State University Tilford Group and is a KSU Safe Zone ally.

**Lorelle L. Espinosa, PhD,** is a senior analyst with the Social and Economic Policy Division of Abt Associates in Bethesda, Maryland, where she examines the effectiveness of STEM higher education and training programs. She is a leading voice on the transition and advancement of underrepresented minority students in STEM education and has written widely on the national imperative of building and sustaining a diverse STEM workforce—an interest that began during her tenure in student affairs and undergraduate education at the University of California, Davis, Stanford University, and the Massachusetts Institute of Technology. Prior to Abt, Espinosa served as the director of policy and strategic initiatives for the Institute for Higher Education Policy in Washington, DC. She holds an MA and PhD in education from the University of California, Los Angeles; a BA from the University of California, Davis; and an AA from Santa Barbara City College.

**Ken Gorczyca, DVM,** graduated from the School of Veterinary Medicine at the University of California, Davis, in 1983. He completed an internship in small animal medicine and surgery at the University of Pennsylvania in 1984, and he then started practicing in San Francisco, CA. He is the founding veterinarian of Pets Are Wonderful Support (PAWS), a support and advocacy program to assist pet owners that have AIDS and other disabilities. Gorczyca is a founding member of the Les-
bian and Gay Veterinary Medical Association (LGVMA), and he is the recipient of the 2010 Leo Bustad Companion Animal Veterinarian of the Year Award.

**Billy E. Hooper, DVM, MS, PhD, DACVP**, is a retired veterinary educator who served in the US Marine Corps before attending Veterinary College at the University of Missouri to receive a DVM in 1961, a PhD in veterinary pathology in 1965 from Purdue University, and board certification in veterinary pathology in 1965. He served as a faculty member and administrator at five US colleges of veterinary medicine and established the Washington, DC office of the Association of American Veterinary Medical Colleges, where he served as the first executive director of the AAVMC. He served as a member of the National Board of Veterinary Medical Examiners, chaired the Steering Committee, and was a member of the Examination Procedures Committee. He also served on the AVMA Council on Education and the AVMA Committee on Veterinary Technician Education and Activities. He was a leader and contributor to significant innovations in veterinary medical education, including the development of flexible curriculums, the development of the “block system” for clinical instruction, the “problem-based” system of instruction, and the “off-campus-based” system for clinical instruction.

**Clinton A. Lewis, Jr., MBA**, has worked in the pharmaceutical industry and at Pfizer for over twenty years, and has held key positions of increasing responsibility in sales, training, sales management, marketing, and general management. Lewis is the president of US operations for Pfizer Animal Health. He oversees the management of the livestock and companion animal businesses in the United States and is based at Pfizer’s offices in Madison, New Jersey. As a member of the global Animal Health Leadership Team, Lewis plays a critical role in worldwide strategy, planning, and development. Additionally, Lewis serves as chairman of the board for the Animal Health Institute. He is a member of the Cornell Veterinary College Advisory Council. Lewis is a member of the Fairfield University Board of Trustees. He is a national board member and ardent supporter of INROADS, Inc., and he serves as a member of the Advisory Council for the School of Business and the MBA Program for the University of the Sciences in Philadelphia. Lewis holds a BS degree in biology from Fairfield University in Fairfield, Connecticut, and an MBA in marketing from Fairleigh Dickinson University in Hackensack, New Jersey.

**James W. Lloyd, DVM, PhD**, is the associate dean for Budget, Planning, and Institutional Research in the College of Veterinary Medicine as well as a full professor in the Departments of Large Animal Clinical Sciences and Agricultural, Food,
and Resource Economics at Michigan State University. As a veterinarian and an economist, he has published more than 160 journal articles, technical reports, proceedings, and book chapters, and he has delivered over 320 presentations and workshops on scientific and management topics both nationally and internationally. Lloyd served on the executive committee of the Michigan Veterinary Medical Association from 2007–11 (president during 2010) and was leader of the National Commission on Veterinary Economic Issues working group on enhancing the skills, knowledge, aptitude, and attitude of veterinarians from 2000–09. Lloyd also works as an organization development consultant, emphasizing strategic planning and leadership development with inclusion as a core element.

Ralph C. Richardson, DVM, DACVIM, has been dean of the College of Veterinary Medicine at Kansas State University since August 1998. Prior to that, he served as a faculty member and head of the Department of Veterinary Clinical Sciences at Purdue University. Richardson received his DVM from Kansas State University in 1970, served as a captain in the US Army Veterinary Corps, completed clinical training programs at Purdue University and the University of Missouri, and was in private practice in Miami, Florida. He is a diplomate of the American College of Veterinary Internal Medicine (Internal Medicine, Oncology). He is a member of the American Veterinary Medical Association, the Association of American Veterinary Medical Colleges, and the Veterinary Cancer Society, among others. He has been involved in activities related to veterinary student education, workforce development for veterinary medicine and related industries, and food safety and security, public health, and comparative medicine programs.

Dorothy A. Reed, PhD, assistant dean for engagement in the Purdue University College of Education, provides leadership for the Office of Engagement and the Office of Field Experiences. She works with the associate dean for learning and engagement, the Office of Professional Preparation and Licensure, academic services, and the initiatives to enhance related engagement and diversity efforts. Reed has a courtesy faculty appointment in the College of Education. Reed received her BS degree from Tuskegee University, her MS degree from Purdue University, and her PhD in higher education administration from Michigan State University.

Willie M. Reed, DVM, PhD, DACVP, DACPV, is dean of the Purdue University College of Veterinary Medicine and a professor of veterinary anatomic pathology. He received his DVM degree from Tuskegee University, and PhD in veterinary pathology from Purdue University. He is a diplomate of the American College of
Veterinary Pathologists, and charter diplomate of the American College of Poultry Veterinarians, past president of the American Association of Avian Pathologists, past president of the American Association of Veterinary Laboratory Diagnosticians, and past chair of the American Veterinary Medical Association Council on Research. He served on the US Secretary of Agriculture’s Advisory Committee on Foreign Animal and Poultry Diseases, and on the US Secretary of the Interior’s Advisory Committee on Invasive Species. He was awarded the prestigious USDA-APHIS Administrator’s Award and was recently appointed to the Secretary of Agriculture Advisory Committee on Animal Health. Reed is a past president of the Association of American Veterinary Medical Colleges and currently serves on the AVMA Member Services Committee. In 2011, Reed received the Iverson Bell Diversity and Inclusion Award.

Mangala Subramaniam, PhD, is an associate professor in the department of sociology at Purdue University. Her primary areas of interest are gender, social movements, and research methods. She has authored/coauthored articles in journals such as International Sociology, Feminist Criminology, Critical Sociology, Mobilization, and Gender & Society. Her most recent article in International Sociology is based in the gender and social movement scholarship to examine the effects of grassroots group characteristics and individual participation on the political/cultural empowerment of female members using hierarchical linear modeling. Her current research project focuses on the politics of dissemination of information about HIV/AIDS in India. The research examines issues of gender and sexuality as power and control, which are central to the multi-institutional contestation of discourses about disseminating information related to HIV/AIDS.

Cara E. Williams received her BS in animal sciences from the University of Illinois-Urbana/Champaign in 2007 and is on track to receive her DVM and MPH degrees from the University of Wisconsin-Madison in 2013. She conducted biomedical and nutritional research on cats while in undergraduate school. She also became interested in zoonotic disease research and international health during this time while studying abroad in Australia and Mexico. From 2007–08, she worked as a research technician at Children’s Memorial Hospital in Chicago, studying human diseases in rodent models. During that time, she also worked at a small animal hospital and at the Lincoln Park Zoo. Williams entered veterinary medical school in 2008, and she studied in Ecuador during the summer of 2009 to complete a certificate in global health. In 2010, she entered the master in public health program and completed a field project outreach campaign for the use of green-
house gas digesters on dairy farms. Her career goals are to work with underserved communities to better care for their animals, to reduce zoonotic disease transmission, and to alleviate the devastating effects of human-induced climate change on animal and human health.
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