



**Monthly Conference Call Minutes**  
**March 21, 2022**  
**Zoom Meeting**

Attending- Joe Montgomery, Bill Venne, Julie Bycynski, Kay Glaser, L.Kay Allen and Penn's May Berger, Yvonne Sousa and Shannon Groves.

1. Executive Committee Monthly Call-

Welcome from Bill. L.Kay. shared a link about a talk they hosting an mental health

2. Update from Penn Vet about 2022 Conference-

Shannon and Yvonne have been working the hotel contract, they have not included Tuesday, and Leslie has signed the contract. They will try to add Tuesday night also. They will send the link out to AVAP. The call for presenters has not garnered as many responses as they want so they will be sending the request again. We will also reach out to people too to see if there are others we know who would be good speakers. We also still need some more topic ideas. Gift planning, difficult topics like: "this is really not our job", helping DVM's in selling practices and onboarding new deans, are a few. More topics came up like, Bill mentioned GP and dealing with dementia issues. Social media is another tough topic. Joe mentioned university giving days, and how we talk about these topics in AVAP and then we are involved in them soon. Being ahead of the curve is always good. What is the value of doing receptions at specialty conferences like bovine or science related conferences, Bill suggested a panel and volunteered to be on the panel. Using our collective power to negotiate on these things would help. Recruiting and filling positions, challenges of attracting new talent. Staffing and turnover are big issues. Is someone doing well in recruiting? How do we fundraise to help DEI goals, scholarships and the other needs like support and mentorship. There could also be a session for the newer registrants on DEI topics. The difference between a vet schools with a teaching hospital and the ones that farm out the 4<sup>th</sup> year program might be interesting.

Open registration for the conference will be in the beginning of April. Someone had a question about a team discount, the group says no group price, so now they will create the link for registration. They are trying to answer questions about whether the contracts contain things like gratuities and taxes, all fees, the shuttles, do we know how many might be attending the events? Of course, we need registration to know that. In Vegas we saw a lot of energy for they conference, people want to get together.

Penn Vet can suggest reception venues if you need them, she has a list.

Overall, we are moving along nicely, the conference price set at \$500.00, which includes all events. A survey will go out as soon as we get an updated list serve list.

3. New Business

Bill asked whether it would be useful to have a LinkedIn for AVAP? Most schools have one, but would we as an organization use it? What are the best practices? Bill pointed out that our alumni don't really use social media they way we do, they are busy practicing.

Julie Bycynski is leaving for a new human hospital job. She is excited about helping the fundraising for building a new hospital. The board needs to fill the position, but Bill suggests he will say as chair for one more year and we

pick a new vice chair at the conference business meeting. We will explore options. Joe can go ahead and rotate off and past chair too. L.Kay may step up to be vice chair for a year, and take on the chair the following year, but she wants to hear more about the duties from Bill and Joe.

Next meeting: April 18, 2022