AAAP, Inc. Board of Directors Meeting Monday July 28, 2025 10:30 AM – 5:00 PM PST Hilton Portland Downtown Skyline III



Zoom Link

Meeting ID: 858 0064 9961

Passcode: 203059

Vision Statement

AAAP will be the premier organization for the advancement and dissemination of science-based knowledge on poultry health, welfare, and food safety to provide member value and stakeholder trust.

Mission Statement

AAAP is committed to foster collaboration, expand scientific knowledge, build expertise and provide education on poultry health, welfare and food safety to members and poultry affiliated organizations. We achieve this mainly through scientific meetings, publications and outreach to poultry professionals and students.

AAAP Inc. Agenda

Start	End	Time	Item	Action	Contact
10:30 AM	10:33 AM	0:03	President's Welcome & Statement of Anti-Trust	Welcome & Vote	Dr. Claudia Osorio
10:33 AM	10:35 AM	0:02	Approval of Past Minutes	Statement	Dr. Claudia Osorio
10:35 AM	10:45 AM	0:10	Introduction of All BODs and Guests	Welcome	Dr. Claudia Osorio
10:45 AM	10:55 AM	0:10	68th Annual Report	Report/Vote	Dr. Suzanne McComb
10:55 AM	11:20 AM	0:25	2024-2025 End of Year Financial Report	Report/Vote	Bob Bevans-Kerr
11:20 AM	11:30 AM	0:10	Review of Comments on Dues Increase Blog Post	Discussion/ Vote	Dr. Suzanne McComb
11:30 AM	11:45 AM	0:15	Membership Update	Report	Bob Bevans-Kerr
11:45 AM	12:05 PM	0:20	AVMA House of Delegates Report	Report	Dr. Michelle Kromm
12:05 PM	12:35 PM	0:30	Lunch		
12:35 PM	1:05 PM	0:30	Educational Resources Report (Old Inventory, New Editions, & Webinars)	Report	Dr. Kristen Roza- Sutherland (virtual), Dr. Martine Boulianne (virtual), <u>Dr.</u> <u>David Suarez</u> , Dr. David Swayne, Dr. Suzanne

					McComb, Bob Bevans-Kerr
1:05 PM	1:35 PM	0:30	Insights and Suggestions from Committee Directors	Discussion	Dr. Rob Porter, Dr. Andrea Zedek, Dr. Bruce Stewart-Brown, Dr. Charles Hofacre
1:35 PM	1:55 PM	0:20	Review 2023 Strategic Plan Outcomes	Discussion	Dr. Suzanne McComb, Lily Peterson
1:55 PM	2:05 PM	0:10	Update from Website Task Force	Report	Bob Bevans-Kerr
2:05 PM	2:20 PM	0:15	Break		
2:20 PM	2:35 PM	0:15	AVMA Leadership Update / Introductions	Report	Dr. Kent McClure(Assistant Executive Vice President & Chief Advocacy Officer), Dr. Michael Bailey (President), Dr. Mike Lent (District IX, Director)
2:35 PM	3:10 PM	0:35	Report on Avian Disease Journal	Report	Dr. Randy Singer
3:10 PM	3:25 PM	0:15	2025 AVMA GRD Washington D.C. Fly-In Update	Report	Dr. Suzanne McComb
3:25 PM	3:35 PM	0:10	Policy and Position Statement Rotation Schedule	Vote	Dr. Suzanne McComb
3:35 PM	3:45 PM	0:10	2025 Annual Meeting & Sponsorship Report	Report	Dr. Kabel Robbins
3:45 PM	4:05 PM	0:20	2025 Scientific Program Report	Report	Dr. Takumu Niino
4:05 PM	4:15 PM	0:10	Break		
4:15 PM	4:30 PM	0:15	2027 Joint Meeting with PSA Update	Report	Bob Bevans-Kerr, Andy Vance
4:30 PM	4:40 PM	0:10	2028 Meeting Site Update	Report	Bob Bevans-Kerr
4:40 PM	4:45 PM	0:05	Announcement: 2031 Joint Meeting Proposal with WVPA	Discussion/Vote	Dr. Suzanne McComb
4:45 PM	4:47 PM	0:02	Closing the Meeting	Vote	Dr. Claudia Osorio
Total		6:17			

Meeting Attendees: (names colored in red were not present)

Board Members: Jose Linares, TJ Gaydos, Wayne Collins, Naola Ferguson-Noel, Ivan Alvarado, Simone Stoute, Suzanne McComb, Claudia Osorio, Deirdre Johnson, Rick Phillips (virtual), Ivan Alvarado, Kabel Robbins, Nikolas Faust Guests: Bob Bevans-Kerr, Lily Peterson, Andrea Zedek, Rana Waqar Tabish, Kate Barger Weathers, Kristen Roza-

Sutherland (virtual), Martine Boulianne, David Swayne, Bruce Stewart-Brown, Charles Hofacre, Kent McClure, Mike Lent, Michael Bailey, Randy Singer, Tak Niino, Eric Gingerich, Dr. Tahseen Abdul-Aziz, Susan Williams

1. Welcome: President's Welcome

- a. Statement for Antitrust Compliance
- b. Verbal announcement that attendees and minutes are being recorded

2. Vote: Approval of Previous Minutes

- a. Motion to approve the minutes from the previous AAAP Inc. BOD meeting.
 - i. Motion: Jose Linares
 - ii. 2nd: TJ Gaydos
 - iii. Vote Passes, no discussions or edits

3. Introduction of All BODs and Guests

a. All directors and guests introduce one another.

4. Vote: 68th Annual Report

- a. The AAAP Inc. is in a strong financial position. In terms of membership engagement, the AAAP Inc. has restructured our committees into 4 divisions, each headed by a committee director. The current membership composition is: 46% full members, 19% associate members, 15% retired members, and 2% life members. The virtual component of the annual meeting will be reevaluated to see if we will continue this for future years. The Annual Meeting is 51% of AAAP revenue while the *Avian Diseases* journal is 23% of AAAP revenue.
- b. Motion to approve the EVP's 68th Annual Report
 - i. Motion: Naola Ferguson Noel
 - ii. 2nd: Rick Phillips
 - iii. Vote Passes, no discussions or edits

5. Vote: 2024-2025 End of Year Financial Report

- a. From 2024 to 2025, AAAP grew from 1.7 million to 1.8 million in total assets. Expenses have greatly increased for the AAAP Annual Meeting. For example, expenses for the awards banquet have doubled since its inception. The open access revenue from the *Avian Diseases* journal brought in over \$32K in revenue for AAAP. The bookstore has a reduced profitability this year due to a book reprint and reduced purchases of educational materials (both printed books and CE webinars). Bob suggests to AVMA that the AVMA could put together a certification where allied organizations could pay the AVMA for our CE instead of paying RACE.
- b. Motion to approve the 2024 2025 End of Year Financial Report
 - i. Motion: Deirdre Johnson
 - ii. 2nd: Naola Ferguson Noel
 - iii. Vote Passes, no discussions or edits

6. Vote to increase dues, review of comment period.

- a. The comments were overwhelmingly positive and supportive with 7 comments that did support the increase and 1 anonymous comment that did not support the increase.
- b. Dr. McComb suggests asking the AAAP Membership committee to put together a 1 pager for members and prospective members explaining the benefits of being in the AAAP.
- c. AVMA President Dr. Michale Bailey recommends stressing to our membership of our value to society in order to stay relevant with our members.
- d. Motion to increase full and associate member dues from \$220/year (2025) to \$250/year (2026) and increase student member dues from \$20/year to \$25/year (2026).
 - i. Motion: Deirdre Johnson
 - ii. 2nd: Ivan Alvarado
 - iii. Vote Passes, no discussions or edits

7. Membership Update

a. Bob Bevans-Kerr recommends that we need to investigate further as to why full and associate members do not renew their membership. Mr. Bevans-Kerr has given a list of names to the Membership committee and advised them to make personal phone calls asking scripted questions in order to figure out the reason why many are not renewing their memberships. Dr. Wayne Collins suggests a possible extension for students as they transition to becoming full-career professionals. AVMA President Michael Bailley shared that AVMA, on a circumstantial case by case basis, will give their members a 6th month to a 1-year grace period in dues renewal.

8. AVMA House of Delegates Report

a. The AVMA House of Delegates met on July 17-18th, 2025 in Washington, D.C for the annual summer session. In addition to the meeting, the HOD members participated in a visit to the Hill to discuss items related to the veterinary profession with staff members from Senate and House of Representative offices. The report given to the board included an update on AVMA strategy, outcome of AVMA officer elections, business relevant items from the HOD meeting, and an overview of the VIF (veterinary information forum) discussions, HPAI update, and resolutions presented to the HOD for this session.

9. Educational Resources Reports

- a. Dr. Roza-Sutherland- the 2025 Quarterly Webinar plan has been going well. We've had 2 webinars for CE that have already occurred and 2 webinars that will be occurring. The Education committee is open to receiving webinar requests outside of 4 webinars already planned in the webinar plan.
- b. Dr. Boulianne- for *Avian Disease Manual 9th Edition*, they are in the preliminary stages of organizing project materials and establishing workflow systems. They are working on setting up chapter distributions and implementing some new collaborative tools. She has a question about authorship, where since most of the work is reviewing, she wanted to keep the authors of the previous chapters and then just add the names of the person doing the reviews. The board would like additional time to review and during the next board meeting, they would like to review a written proposal well in advance of the meeting so they can make a thoughtful decision on the matter.
- c. Dr. Swayne- the next WVPA congress will be in Malaysia in October 2025. For *Avian Influenza 3rd Edition*, Dr. Swayne is committed to be completed expected after September 2025, eBook and hardcopy by early 2026. Dr. Swayne extend his thanks to AAAP for endorsing the 12th International Symposium on Avian Influenza, which was held on June 24-26 in St. Johns, Newfoundland, Canada. Dr. Swayne informed us that there could be a future request for AAAP to publish the proceedings of the upcoming International Symposiums on Avian Influenza.

10. Insights and Suggestions from Committee Directors

- a. Dr. Hofacre- suggests that each committee have a "core group" to meet either monthly or quarterly to encourage participation and grow future committee chairs.
- b. Dr. Zedek- as committee director of Membership, DEI, and AWN Committees, Dr. Zedek has received a lot of great feedback from having a committee director for guidance and support. Dr. Zedek is suggesting that in early 2026 the current committee directors can start searching for directors that can shadow for 2 years and then serve for a full 3 years.
- c. Dr. Porter- Dr. Porter was not present, so Lily Peterson read a summary of his report to the board. In summary, the history committee is doing really well in terms of succession and activity. The education committee needs direction and help in terms of succession and focus. Bob Bevans-Kerr suggested that perhaps a member currently working on a publication could serve as chair elect.
- d. Dr. Stewart-Brown- as committee director of the Animal Welfare, Food Safety, and TBB Committees, Dr. Stewart-Brown has spent most of this time and energy determining what contribution from a committee looks like. He is making sure the committees have a decent structure, that there is a succession plan, and that they could produce a product for membership. For the Food Safety Committee, Dr. Stewart-Brown admits that it is difficult to gather webinar requests and ongoing contributions from the committee. He recognizes that they have a symposium they have been working on that will be happening during this 2025 Annual Meeting. Dr. Stewart-Brown believes that the Animal Welfare Committee has some decent goals but seems to only act when prompted by the board. Dr.

Stewart-Brown suggests all 3 committees could benefit from focusing on One Health and Sustainability. Dr. Stewart-Brown suggests that a quarterly meeting with the committee directors, the president, and the office in order to gather more webinar proposals.

11. Review 2023 Strategic Plan Outcomes

- a. Goal #1: Foster collaboration by increasing frequency of annual meeting with outside related groups, such as PSA, NCC, NTF, UEP targeting every 5/years.
 - i. 2027 Annual Meeting: joint meeting with the Poultry Science Association (PSA)
 - ii. Action Item: Board of Directors & EVP
 - 1. Determine who we want to meet with for a joint meeting in 2032
 - 2. Reach out to the organization we have selected to meet with in 2032
- b. Goal #2: Increase AAAP/AVMA joint membership through an incentive to maintain/surpass annual required AVMA membership goal of 350 members.
 - i. We successfully met 2025 approval criteria with 365 US veterinary members also holding AVMA membership—critical for continued professional advocacy.
 - ii. Ongoing- the AAAP office communicated the relevance & importance of being a part of AVMA through our email communications, social media, and at annual meetings.
 - 1. AVMA webpage on AAAP: https://aaap.memberclicks.net/join-the-avma
- c. Goal #3: Expand scientific knowledge through execution of one joint webinar per year with externally affiliated groups.
 - i. AAAP promoted a co-organized webinar titled "H5Nx Policy Gaps and the Path Forward: A Deep Dive Into the Current Situation of H5 Influenza" between CAST and the Epidemiology Committee in September 2024.
 - ii. AAAP conducted a joint webinar with PSA titled "Safeguarding Flock Health Optimizing the House Environment to Mitigate Emerging Diseases" in July 2025.
- d. Goal #4: Quarterly webinars assigned to 4 specific committees by the educational resources committee on their annual committee report starting Aug 15, 2024.
 - i. 2024 AAAP Webinar Stats:
 - 1. AAAP produced 4 total webinars, 2 for CE and 2 without CE
 - 2. AAAP Committees that hosted webinars: Tumor Virus, Epidemiology, Emerging Diseases
 - ii. 2025 AAAP Webinar Stats: 2025 Quarterly Webinar Plan
 - 1. AAAP produced 2 webinars, 1 in April by the Respiratory Diseases Committee and 1 in May by the Emerging Diseases Committee, both for 1CE each live and 1CE online on the AAAP LMS
 - 2. AAAP plans to produce 2 webinars, 1 in September by the Enteric Diseases Committee and 1 in December by the Tumor-Virus Committee, both for no CE.
- e. Goal #5: Improve member experience related to networking and exposure to job opportunities by doubling exhibitor participation outside of sponsorship group at the annual meeting and hosting a job fair by spring 2025.
 - i. In 2024, there were 12 exhibitors at the annual meeting.
 - ii. In 2025, there are 14 exhibitors at the annual meeting.
 - iii. AAAP will be hosting a job fair titled "Poultry Health Professional Pathways" happening on Wednesday July 30th from 4 5:30pm in the Atrium Ballroom.
 - 1. 4:00 4:20pm: Overview of Careers in Poultry Medicine
 - 2. 4:20 4:30pm: Summary of 2024 Salary Survey Results
 - 3. 4:30 5:00pm: Allied/Technical Service Panel
 - 4. 5:00 5:30pm: Production Veterinarian Panel
- f. Goal #6: Seek opportunities to improve financial stability by adjusting some rates for presenters at the annual meeting starting in 2025.
 - i. Currently, AAAP has a \$40,000 budget for travel support.
 - 1. Travel support is being allocated for only students in 2025 and moving forward.
 - ii. Current improvements on financial stability:
 - 1. For 2025 and moving forward, AAAP will charge \$100 to all speakers at the Annual Meeting.

- a. There is no registration cost for invited speakers and student speakers.
- g. Goal #7: Updated, user-friendly AAAP website published by August 2025.
 - i. Website Task Force Members: Rick Phillips, Luke Baldwin, Luis Gomez, Nikolas Faust, Lauren Willins, Nathan Bevans-Kerr
 - ii. Task Force Highlights:
 - 1. Main menu updated to reflect new committee structure
 - 2. Use of Oxford Abstracts for abstract submission and for the virtual annual meeting program
 - 3. New Annual Meeting Microsite: https://annualmeeting.aaap.info/
 - 4. New AAAP Job Board: https://aaap.mcjobboard.net/jobs
 - 5. New BetterWorld Platform used for Foundation donations in order to allow for recurring donations: https://aaapfoundation.betterworld.org/campaigns/aaap-foundation-scholarship-dona-2
- h. Goal #8: AAAP collaborates with Avian Diseases to enrich stream of publications starting with meeting with new AD editor during 2024 IPPE.
 - i. Dr. Randy Singer Chief Editor of Avian Diseases
 - ii. The 2025 issues of Avian Diseases are set to be released in: March, June, September, and December
 - iii. Special Issue of Avian Diseases, titled "Current Infectious Bacterial Diseases of Poultry," expected to be published in 2025 entirely open access.
 - iv. Associate Editors: Dr. Rodrigo Gallardo, Dr. Ruediger Hauck, Dr. Cathy Logue, Dr. David Swayne, Dr. Silke Rautenschlein

12. Update from Website Task Force

- a. Updates Done to Website so far:
 - i. Added a slideshow to home page
 - ii. Newsletters sent directly from communications center and hosted on website o Started with Fall 2024
 - iii. Avian Diseases Journal Covers page was created and added to website
 - iv. Committee pages cleaned up and made more consistent
 - v. A microsite was created to host Annual Meeting information
 - vi. The main menu was updated to reflect the new committee structure
 - vii. Join the AVMA page was added with comprehensive information about AVMA
 - viii. The Student Resources page was updated to meet the changing needs of students
 - ix. Added new job board that is easier to navigate and can upload jobs and resumes directly
 - x. Added links to proceedings to the past Annual Meetings that are available on the website
 - b. Currently Working on:
 - i. Adding externships to job board to increase visibility for students
 - ii. Adding Betterworld Donations platform to website for future donations to the AAAP Foundation o Includes ability to make reoccurring donations
 - iii. Keeping blog updated and current by adding communication pieces to it
 - iv. Searching for Annual Meeting information/proceedings older than what is currently on website and adding them to website
 - v. Making Member Directory faster

13. AVMA Leadership Introductions and Updates

- a. AVMA President Michael Mailey recommends that AAAP reach out to AVMA's AXON for digital education for support on joint webinars or for working speakers. He also stressed the importance of how he does not want to lose the relationship we have with AVMA despite the drop in membership. The AVMA offers insurance and career support. His platform is to inform the world about who veterinarians are and what they do.
- b. Dr. Kent McClure gave a summary of the federal advocacy update report, posted on the AAAP BOD page. Points relevant to members of the poultry profession would be in the Farm Bill. He reported that the new FDA commissioner wants one of his focuses to be related to antimicrobial resistance. The CVM staffing is stabilized according to Dr. McClure. Dr. McComb requested support and updates regarding the NPIP.
- c. Dr. Mike Lent, the board liaison for AAAP to the AVMA Board of Directors. Dr. Lent has praised AAAP for their

involvement in AAAP. He will soon be joining the AVMA LAC committee and others, so he is excited for what's to come in his upcoming engagements.

14. Report on Avian Diseases Journal

- a. Historically, the reviewer papers have the most access.
- b. For the BioOne Ambassador Award, Dr. Singer nominated 3 authors for 2024 and an AAAP member won- Dr. Sydney Kinstler Tuckwiller.
 - i. Dr. McComb recommended to Dr. Singer that he contact Modern Poultry to write a piece on Dr. Tuckwiller for winning the award.
- c. Change in Publisher: RFP has been released and first round of questions have been answered
- d. New Associate Editors: Rodrigo Gallardo, Ruediger Hauck, Cathy Logue
- e. New email announcement about Avian Diseases Volume 69, Issue 2
- f. Special Issue 2025 Publication:
 - i. Publish as 2025 Supplemental Issue: Digital only & All papers Open Access
 - ii. Invited Reviews publish for free
 - iii. Original Research Articles publish at OA rates: "Effective January 1, 2023, Avian Diseases will offer a choice for authors Open Access (OA). There will be a charge of each submitted article submitted for OA of \$1,500 for members and \$2,000 for non-members."
 - iv. 5 Invited Reviews (loss of \$7,500)
 - 1. Suggestion to ask companies to donate to Special Issue to offset the cost of Invited Reviews.
 - a. After board discussion, it was decided that the board is concerned of a possible conflict of interest. Dr. Kabel Robbins suggested asking invited reviewers to pay to offset the cost.

15. 2025 AVMA GRD Washington D.C. Fly-In Update

- a. AAAP along with the bovine and swine veterinary organizations met at the AVMA GRD to review food animal health issues and concerns with executive branch officials.
- b. AAAP Members in attendance were: Suzanne McComb, Mark Burelson, Rick Phillips, Jake Carlson, Carl Header, Nancy Reimers, Kay Russo, Michele Kromm and Don Ritter.
 - i. Members from multiple industry's including broilers, turkeys and commercial egg layers were represented.
- c. Discussions with food animal groups and H5N1 was a topic of focus. See full agenda on the report posted on the AAAP BOD page.

16. Policy and Position Statement Rotation Schedule

- a. Archived Position Statements:
 - i. Original AAAP Statement on H5N1 (July 2024)
 - ii. Statement on Black Lives Matter (2020)
 - iii. Judicious Use of Antibiotics in Poultry Flocks (2019 and 2018)
 - iv. Assessment and Update of the virulent Newcastle Disease Outbreak in Southern California (2019)
 - v. AAAP-AVMA Guidelines for Judicious Therapeutic Use of Antimicrobials in Poultry (2017)
 - vi. Statement on the Future of the Research Programs at USDA-ARS Avian Disease and Oncology Laboratory (2010)
 - vii. Breast Muscle Abnormalities in Broiler Chickens
 - viii. Statement on Avian Influenza (2015)
- b. Dr. McComb had the office email many different committees to update specific position statements. Please see Dr. McComb's report on the AAAP BOD page to see the full list.
- c. Motion to create a task force to create a document on vaccine education, spearheaded by Dr. Susan Willaims.
- d. Motion to create another task force to support committees in updating/revising position statements every 5 years on Dr. McComb's report. Members of the task force would be determined through a callout to members and volunteers recruited by AAAP leadership.
 - i. Motion: Deirdre Johnson

- ii. 2nd: Naola Ferguson Noel
- iii. Vote Passes with no changes or edits

17. 2025 Annual Meeting & Sponsorship Report

- a. The total amount raised as sponsorships in 2025 is \$141,500.
- b. Eric Gingerich only plans on serving on the sponsorship committee for one more year, so the committee will be actively searching for his replacement.
- c. The committee is meeting its goal of getting back all their diamond sponsors.
- d. There was a suggestion from Mr. Bob Bevans-Kerr to either raise the exhibitor fee or extend exhibitor opportunities to lower sponsorship levels. This would alleviate a problem of companies who have committed to being an exhibitor and are not interested in also being a sponsor.

18. 2025 Scientific Program Report

- a. Committee Updates
 - i. Mini Symposium on Avian Influenza will be held after the keynote by Dr. Mike Donohue on Tuesday July 29th. 2025.
 - ii. Kayla Niel was confirmed as an associate committee member during the last BOD meeting.
 - iii. The committee will meet on February 4-5 to construct the scientific program. Core committee members and the AAAP office will convene at the 2026 AAAP Meeting venue in Orlando, FL, while associate members will join virtually.
 - iv. The deadline for abstract submission is January 24th. This year, reviewing and scoring of abstracts was conducted using Oxford Abstracts for the first time.
 - 1. The committee was very pleased with the blind review process.
 - v. The committee charge was updated to prioritize CE and highlight the blind selection process.
 - vi. The committee has discussed sending out guidelines for best practices for speaker presentations, Dr. Susan Williams stressed the importance of this for future meetings.
 - vii. Dr. Niino met with the AVMA Convention on Educational Programming, and next year AVMA plans on having a poultry track. Dr. Niino would work with the small flock interest group to accomplish this; they only need a minimum of 7 presentations to make a track.
 - viii. Joel Cline and Travis Schaal will be rotating off.

19. 2027 Joint Meeting with PSA Update

a. The AAAP and PSA staff are working to make this a true joint meeting that is not collocated but truly integrated. The goal is to have one abstract submission, one scientific session, etc. PSA has up to 8 sessions happening at the same time during their meetings. The AAAP Animal Welfare has already been meeting with PSA to come up with common symposiums. It is a big undertaking, but we think it will make some good synergy.

20. 2028 Meeting Site Update

- a. There will be a vote sent to membership in the fall (October) with the different proposed locations.
 - i. Dr. Osorio has received good feedback on having a membership vote on the location.
- b. Dr. McComb indicated that for future meetings the rotation would be something along the lines of East-Central-East-West with a common factor of east coast to accommodate to a large portion of the membership residing in the east coast.

21. Announcement: 2031 Joint Meeting Proposal with WVPA

- a. Motion for AAAP to submit a bid (proposal) to WVPA for a joint meeting in 2031.
 - i. Motion: Deirdre Johnson
 - ii. 2nd: Naola Ferguson Noel
 - iii. Vote passes, with the comment from Dr. TJ Gaydos that since AAAP aims to be the would leader in poultry medicine, that we should definitely make a bid for this.

22. Closing

- No new board announcements or news for the board to consider.
- Motion to Adjourn the meeting.
 - o Motion: Jose Linares
 - o 2nd: TJ Gaydos
 - Vote passes with no discussion, meeting adjourned.

Adjourn 4:44 PM