



2020 Annual Meeting Minutes

AAAP Financials Meeting

August 4, 2020

12:00 pm to 12:30 pm CDT

Virtual Meeting

Meeting Called By: President Eric Jensen

Note Taker: Janece Bevans-Kerr

Attendees: Fred Hoerr, Eric Gingerich, Sara Steinlage, Suzanne Dougherty, Eric Jensen, Ton Schat, Michelle Kromm, Rocio Crespo, Valerie Marcano, Nathaniel Tablante, Jarra Jagne, Samuel Christenberry, Rosemary Marusak, Julie Helm, Bob Bevans-Kerr, Janece Bevans-Kerr, Nathan Bevans-Kerr, Diana Kerr

A short financial meeting was held on August 4, 2020 before the AAAP Annual Business Meeting. The Board also met for a longer period on August 7, 2020.

AAAP Inc. End of Year Financial Report

Bob Bevans-Kerr reported.

Bob reviewed the AAAP Inc. Financial Report for fiscal year May 1, 2019 to April 30, 2020. The accounting firm Smoak, Davis & Nixon LLP did the report this year as well as last year. The Net assets for 2019 were \$1,065,922 and decreased to \$996,533 in 2020. Total revenues decreased \$175,799 mainly due to the steep decline in the market in April 2020 and decreased sponsorship income. The markets have recovered since then and the decreased cost of the 2020 virtual meeting will offset the decrease in sponsorship revenue going forward. BioOne royalties decreased in FY 2020 which is the first year there has been a decrease since receiving royalties.

Executive Vice President's Annual Report

Suzanne Dougherty reported.

In addition to the information Bob reported, Suzanne reported on the \$105,000 brought in by the Sponsorship Committee which was outstanding under the circumstances of switching to a virtual meeting because of the COVID-19 pandemic. She thanked all those who volunteer their time on committees and task forces, especially those who worked on the bylaws revision and new procedure manual. The Board of Directors had a strategy session in November 2018 and developed a strategic plan. The Board continues to focus on this plan as guide to initiatives taken on for the organization. She emphasized the importance of having a strategy session at least every 5 years. Suzanne also pointed out an AAAP/ACPV joint venture—the 2020 salary survey—which is online for viewing by members.

AAAP Board of Directors Meeting

August 7, 2020

8:00 am to 5:00 pm CDT

Virtual Meeting

Meeting Called By: President David Frame

Note Taker: Janece Bevans-Kerr

Attendees: David Frame, Louise Dufour-Zavala, Eric Jensen, Suzanne Dougherty, Ton Schat, Samuel Christenberry, Michelle Kromm, Rosemary Marusak, Karen Grogan, Julie Helm, Holly Sellers, Kelly Hewitt, Bob Bevans-Kerr, Janece Bevans-Kerr, Nathan Bevans-Kerr, Diana Kerr

AAAP Inc. Investments

Tim Harrington, financial advisor for AAAP, reported.

AAAP began an investment fund in 2011. Funds are allocated as follows: 20.34% US stock funds, 18.19% developing markets, 5.33% emerging markets, 5.7% real estate, 1.70% alternatives, 0.93% cash and 47.81% bonds. The return on investment since inception date is 3.16%. The return year to date is (4.21%). The current value of the investment is \$357,807.

Call to Order and Approval of Minutes

David Frame welcomed the new members, Louise Dufour Zavala, President Elect; Karen Grogan, Director; Julie Helm, Director; Holly Sellers, Associate Member Director; and Kelly Hewitt, Student Director.

Action Item: Motion to approve minutes from the January meeting. –Ton Schat

Second: Eric Jensen

Motion passed.

Membership Update

Nathan Bevans-Kerr reported.

Currently AAAP has 955 members. Last year at this time there were 922. Nathan showed a graph of when people renew. Most members renew in the November/December timeframe with a small spike in June before the annual meeting.

Action Item: Put together a list of the AAAP members who are AVMA members and send to Ton Schat.

Action item: Send Kelly the number for students who have joined since IPPE.

Diversity and Inclusion Task Force

Valerie Marcano, chair, reported.

The task force has been working as a subcommittee of the Membership Committee with 12 Membership Committee members on the force. Another 3 joined who are not on the Membership Committee. The group has established a mission and goals. To spread the word about the group, they had an article in the fall newsletter, and a poster at the annual meeting among other things. They worked with the Board on a BLM statement from AAAP. It got mostly positive feedback from AAAP members. They partnered with Education Committee on a micro-aggression talk on this year's symposium. Future projects include reviewing AAAP awards and the salary survey.

Diversity and Inclusion task force to committee

Eric Jensen led the discussion.

The task force has had a good start and it is clear that there is ongoing work they can do as a committee. If they move to committee, they will be reviewed in the same fashion as the other committees.

Action Item: Move that task force be moved to committee. -Eric Jensen

Second: Suzanne Dougherty

Motion passed.

Report of Salary Survey

Bob Bevans-Kerr reported.

The salary survey is now on the AAAP website. A lot of people want to use it already. Dr. Deborah Keys, the statistician recommends not parsing the data too much. Bob pointed out that there's a gender difference in salaries. There was a question whether the gender difference may be due in part because a higher proportion of senior poultry veterinarians are men who would make their highest salaries at the end of their careers. There was a decline in people participating in survey from the last survey. There was a comment that putting the survey out during a pandemic was in poor taste since many people were losing their jobs. The survey was already in place and so the decision was made to go ahead. Another reason that the survey responses were down was that the last survey was not as informative. May get better results after this survey. The Board suggested a new survey every 3 years rather than 5 years. It was well worth getting a statistician. Survey is currently behind the fire wall.

Action Item: Form an ad hoc committee to scrutinize the survey to see what needs to be added or subtracted for the next survey.

Can any part be outside the firewall? Large HR departments may not get good salary information for poultry vets.

Action item: Make an executive summary. Volunteers—Karen Grogan and Michelle Kromm and Ton Schat.

Action Item: Add it to the JAVMA report.

Procedure Manual Vote for Approval

Janece Bevans-Kerr led the discussion.

Action Item: Need to form a bylaws review committee.

Edits to the Procedure manual:

5.1.1 Add associate member

9.1.5 add "permanent residents"

10.1.3 The business office submits documents after the annual meeting and the January (IPPE) meeting.

11.5A Add G. Virtual meetings as necessary

11.7 correct misspelling

12.1 and 12.2 Standard term for chair is a minimum of 1 year for chair elect.

41.1 and 41.2 Add edits recommended by the Editor.

9.1.5 clarify first sentence. Substitute for "arrangements", Specify arrangements (travel reimbursements for example) put formal arrangements change "cleared" to "approval"

Karen—Implementation of items. Implemented right away.

43.1.5 The board of the AAAP will appoint the committee members. The committee will present their recommendation to both boards to be approved by both boards.

Action Item: Motion to approve the edited Procedure manual with edits at this meeting. —Karen Grogan
Second: Eric Jensen

Discussion: The Bylaws Review Committee should be assembled as soon as possible. They should review the Procedure Manual and send recommendations for changes to the Board.

Motion passed.

Committee Review Report

Bruce Stewart-Brown, chair, reported.

The Committee to Review Committees consists of five people—the AAAP President (this year Eric Jensen), the AAAP President Elect (this year David Frame), the AAAP EVP (Suzanne Dougherty), Bruce Stewart-Brown and Janece Bevans-Kerr. The committee is meant to offer support for the committees.

The committee had calls lasting approximately ½ hour each with 17 AAAP committees. They try to assess the level of commitment and activity of the committee and suggest ways that performance can be improved. The CRC committee also picks the committee to receive the Top Performing Committee award which is not an easy selection as there are several very high performing committees. The award has been quite motivating for some committees. There are several AAAP committees that are currently not being reviewed such as the Program Advisory Committee and the Sponsorship Committee. Should some more committees be added to the review?

Action Item: Look into reviewing some of the other AAAP committees currently not being reviewed.

Independent Meeting: Business Meeting follow-up, survey, pending vote

Eric Jensen led the discussion.

Results of survey to the AAAP membership conducted after the 2020 Annual Business Meeting: 82.4% in support of an independent meeting and 17.6% against.

Action Item: The Board will address concerns about meeting independently shared by members at the Annual Business Meeting.

Action Item: AAAP will put some financial support behind the Small Flock Committee's activities with the AVMA.

Action Item: Communicate the value of the AVMA.

Action Item: Motion to meet independently from the AVMA in 2023. –Karen Grogan

Second: Eric Jensen

Motion passed

Outreach Committees Report

Bernie Beckman, chair, reported.

The Outreach committee submitted a combined PDF of all the affiliated group liaison reports. Dr. Beckman reported no issues that needed the Board's immediate attention. Other members are asking to be on the committee, but Bernie's understanding was that only the liaisons would be on the committee. Asking advice from board what these other people should do. Do we need to summarize the reports from the liaison to give out to the group? What exactly should be done with that information? This is a new committee and we are still working out its processes. There is a process in place about how the committee is to deal with current issues and that is working well.

Action Item: Write a SOP for new liaisons.

Action Item: Detail the chair responsibilities in procedure manual.

Action Item: Decide if this is a closed committee.

Action Item: Send an application to new liaisons.

Action Item: Approve new liaison for UEP: Dan Wilson

Action Item: Approve NEW POSITION: Liaison for CDC: Denise Heard

Action Item: Share the email from Bernie with the board regarding Denise's contact with the CDC.

Action Item: Motion to approve Dan Wilson as liaison for UEP liaison and Denise Heard –Karen Grogan

Second: Eric Jensen

Motion passed

Action Item: Dr. Beckman would like to propose Yuko Sato for chair elect.

Report on Avian Diseases

Mo Saif, Editor, reported.

Submissions increased in 2019. Eliminating pages charges for AAAP members and reducing them for nonmembers as of January 2019 may have been a factor, but it is too early to tell. There were increased submissions from other countries, particularly China. The acceptance rate was similar to past years.

Research notes and case report submissions are down. More formatting guidance for case reports is going to be provided in the instructions to authors. There has not been much success in getting committees to submit review papers on their various areas of expertise. Dr. Saif asked Board to send letters to committee chairs.

Janece Bevans-Kerr went through the results of a survey sent to authors who have submitted articles to *Avian Diseases*. It showed high rates of satisfaction with the submission process and timeliness of the staff and editor. An area of improvement is the time taken to complete a review and the time from acceptance of a manuscript to print. Dr. Saif plans to send a survey to all the AAAP members this year about journal.

Assistant Editor position.

An assistant editor position was approved by the board in January 2020. Dr. Saif asked the Board to make some changes to the job duties and selection process for the assistant editor as described in the new procedure manual. Dr. Saif was questioned whether he considered the associate editor position to be a steppingstone to the Editorship. He thought it would be a logical succession, but there is no guarantee that it would lead to the editor. Mostly the associate editor is to help the editor. The job description is very vague. Dr. Saif likes having it vague to give flexibility to accommodate associate editor's talents. Concern was voiced that the job description might not attract applicants because it is vague. Maybe a job ad that is not in the procedure manual could be made—that's more specific. In the past, these jobs have not been advertised. People were just asked. BOD is trying to have appointments be more open and transparent. Dr. Saif suggested a directed search. Board will need to decide on the process.

Action Item: Motion to accept Dr. Saif's edits to the procedure manual as seen on screen. --Karen Grogan

Second: Ton Schat

Motion passed.

PubMed Publishing Changes

Bob Bevans-Kerr reported.

Allen Press will begin a continuous publication process that will speed up access of accepted articles in BioOne and in PubMed. As soon as manuscripts have final approval with typeset, they will be sent on to BioOne who does the XML markup for posting in BioOne. JATS XML will then be pushed out to discovery services, indexers, and vendors. The full text XML will then be handed off to PubMed for publishing. The entire process is expected to take 17 business days. Articles will no longer be held until a physical issue is ready to be printed. The journal would then publish articles in each designated section (Regular Articles, Research Notes, and Case Reports) in order that they are approved and would not be able to change the order of the articles in the printed journal. However, this would significantly improve the journals ability to get articles up for viewing and citing online and in PubMed.

Scientific Program

Ivan Alvarado, Natalie Armour and Darrell Kapczynski reported.

Having Darrell helping this year has made a big difference. Having a third member was a very good idea. The virtual meeting process went smoothly. Registration for the meeting was 686. There were live sessions on Tuesday and Wednesday. They received good comments about the keynote speaker. There were 113 oral presentations divided into 12 sessions. One plus about a virtual meeting is everyone can see all the presentations. Having access to sessions and the liberty of going back to them is a good thing. There were 70 posters. The symposium went well. There were a couple of sound/clarity issues. The Q&A sessions went very well, and Ivan gave credit to Natalie. There were 2 moderators for each session with one being a backup. The practice session with moderators was very good. We should continue to

have training sessions with moderators. The virtual format expects much more of moderators than a live format and they did a great job. It is a good idea to keep presentations up until Sept 4th. Next week we are hoping to add a recording of the keynote speaker, the Women's Network presentation and the symposium. We should investigate if we should record sessions even if it is a live meeting. Comments: Reed Rumsey award was poster instead of oral. A couple moderators did not go through the presentations beforehand. One member mentioned the way we organized sessions was a waste of time. He wanted to be able to select just the ones he wanted. Some presentations were on the commercial side. There were three specific cases which were too commercial. The committee will talk to these presenters. Also, some presentations had company logos on every slide. The Board complimented the Program Committee on a great job. 30 countries were represented. 25% were not AAAP members. We have all that data on registrants since AAAP ran the meeting.

Research Priorities Committee

Natalie Armour, chair, reported.

The newest Priorities list is posted on the website. The committee decided that they conduct the surveys every two years. The committee currently does not have a vice chair who will assume the role of chair next year. Natalie wrote a chair job description which includes some potential conflicts of interest that would preclude someone from being the Research Priorities Committee chair. This was discussed with the committee and they approved.

Action Item: Motion to add Natalie's document to the Procedure Manual. --Ton Schat

Second: Julie Helm

Discussion: Is chair of the committee restricted to vets only? The committee did not discuss that, but Natalie thinks there is an advantage to the chair being a veterinarian because most groups they work with are veterinarian groups. The survey created by the committee to send to various groups needs statements that are better dealt by a veterinarian. Will the conflicts of interest eliminate too many people? Natalie did not think so.

Motion passed.

Sponsorship Committee Report

Scott Gustin, Eric Gingerich and Kabel Robbins, co-chairs, reported.

2020 was a challenging year for sponsorships with sponsors being unsure of the status, but even so, the committee brought in \$105,000 in sponsorships for the meeting. The committee followed the normal process which is to review the existing company list and makes updates, corrections, and additions in March, then send out letters followed by emails. The committee normally follows the emails with follow-up contacts, but this year the 2020 meeting in San Diego was in question so the committee decided to hold off on calls until the 2020 meeting was resolved. In the meantime, the Executive Director sent an email to all prospective sponsors assuring them a meeting would take place. In June, the committee began the process again by sending out revised letters, with emails and follow-up contacts. 35 previous sponsors did not sponsor this year. One Diamond sponsor did not sponsor at all this year, but Huvepharma increased their sponsorship to the Diamond level this year. Merck, a long time Diamond sponsor gave at a platinum level this year. Some companies felt they did not receive the same amount of exposure at a virtual meeting than they do at a face to face meeting. This perception will need to be addressed.

Action Item: In the future, advertise companies in the reminder emails that go out to members.

The Board thanked the committee for their work and commented that the amount they brought in under the circumstances was great. Scott Gustin is stepping down from the committee this year. He served an extra year beyond his original term and is ready for someone else to take his place. He thanked the Board, the office, and especially Eric and Kabel, his fellow committee members.

Action Item: Appoint a new co-chair to replace Scott.

Education Materials

Teresa Morishita and David Swayne reported.

Teresa Morishita reported for the Education Committee. Teresa is the new chair for the committee. The committee developed a peer reviewer form for use when the committee reviews educational materials submitted to AAAP for publication. It asks reviewers not to divulge information about the publication. The committee has also developed a review procedure for all newly submitted educational resources. The committee asks all reviewers to inform them if there is a conflict of interest. The committee was responsible for the 2020 symposium. Valerie Marcano was the symposium subcommittee chair. Recently the Education Committee has had a lot of students joining. A video review subcommittee reviewed a video from Cornell. The slide study set subcommittee has recently submitted several new ones to the office for sale. Dr. Jeanne Brugere-picoux donated a chapter from her book which is posted on the website. The committee is talking about developing micro-credentialing opportunities. One issue the committee has is that several people have proposed educational materials but have not delivered. Being new as chair, Dr. Morishita is unsure some proposed materials were commissioned by the Board or volunteered by the author. She asked for advice on how long to keep a proposal on the pending list. The Board along with David Swayne, suggested that the committee have a proposal form that potential authors can fill out. But before a proposal is submitted, the editing and scientific support needs to be in place. Dr. Morishita asked if it was the committee's responsibility to edit books submitted for publication. In the past, the person assigned as editor took responsibility for content editing and the office was responsible for the book design. The committee's role is to see if the publication fills a gap. Since the authors are also on the committee, there needs to be an impartial judge for proposals. Currently a Necropsy guidebook just needs revision. There is also a Normal Poultry Anatomy being written.

Action item: David Swayne will share one of his book proposals to Wiley.

Suggest that a message go to the membership that members can propose books. Valerie Marcano requested funds for gift cards as a thank you to speakers on the symposium. The Board declined the funds. The committee would like to conduct a survey regarding the recruitment and retention of food animal veterinarians. Could we do survey and have AAAP send it out? The survey would need to be submitted to the Board for approval.

Diseases of Poultry Report

David Swayne, Editor, reported.

Animal Influenza, 2nd edition, has not sold well at 226 copies, 207 of those print copies. *Avian Influenza*, 1st edition is out of print, so no sales in FY20, but sold 1561 copies.

Diseases of Poultry (DoP), 14th edition, was published as an eBook in November 2019 and hardcopy in January 2020. It is now on its second printing. Associate Editors are Venugopal Nair (Pirbright – UK), Martine Boulianne (UM – Canada), Catherine Logue (Formerly ISU, now UGA - USA), Larry McDougald (UGA – USA) and David L. Suarez (SEPRL – USA). Seven Clinical Veterinarians (Ian Rubinoff, Sjaak de Wit, Tom Grimes, Deirdre Johnson, Michele Kromm, Guillermo Zavala, Teguh Yodiantara Prajitno) updated each pathogen chapter with relevant treatment and preventative information for different regions of the world. David is dumbfounded why DoP e book has not sold better. You can share it on devices. It is searchable. Hector Cervantes showed interest in buying it in bulk for gifts. It is not easy to track O books.

Looking to the future with *Diseases of Poultry*, 15th edition:

- Wiley expressed strong interest in another edition. Does require application of a book proposal and formal review by Wiley and outside reviewers.

- Editor – David would consider if a 7-year timeline was established. But the decision is entirely up to the AAAP Board.
- Larry McDougald will be out as Associate Editor of Parasitic Diseases. David has been working on a new Associate Editor who is an author for 14th edition. The other 4 Associate Editors (Boulianne, Nair, Suarez, Logue) would sign up for 15th edition.
- 15th edition in 5-7-year time frame (2025-2027). Start the process for 15th edition in 2023.
- Input from AAAP Education Committee – many good suggestions, some are feasible, but others are not. Some of the suggestions are already included in other AAAP publications. Since Wiley and AAAP are separate legal entities, not technically possible to bundle DoP and AAAP the publications, but AAAP might consider bundling for their publications. Feasible ideas:
 - i. Spanish and Chinese translations
 - ii. Subscription based individual memberships
 - iii. Diagnostic chart by systems
 - iv. Increase in photos, especially color photos, and improved resolution. Some photos are still present from 50 years ago and of poor quality should be replaced or dropped.
- Input from Associate Editors – continue with 15th editions – 4 (Boulianne, Nair, Suarez, Logue) signed up for another round. They acknowledge DoP is the global reference book for poultry diseases and is not a daily field manual which is covered by Avian Disease Manual and other publications. Considerations in next edition (15th):
 - i. In chapter 1 add a diagnostic chart for diseases and do by system.
 - ii. Consolidate the field information from “7” clinical veterinarians into a subchapter within Chapter 1 instead of in each chapter.
 - iii. Add subchapter in chapter 1 on Organic Production
 - iv. Next edition will be a major turn-over in authors as many are retired or retiring soon. This is an opportunity for a refresh but with decline in individual disease expertise, we may need to look more broadly for virology, bacteriology, parasitology, mycology, etc. expertise in chapter authors.

Board Liaison Assignments

Janece Bevans-Kerr presented the Board with the 2020-2021 board liaison assignments and asked anyone who would like to change their assignment to contact her.

Drugs and Antimicrobials Committee Proposal for a Usage Training Module

Tim Cummings, chair, reported.

Tim sent in a proposal for a usage training module which the committee feels is worthy of putting out.

Action item: The training module will be put on the website.

HOD Report

Gregg Cutler and Kate Barger, delegate and alternate delegate, reported.

House of Delegates sets policy for the AVMA. Gregg and Kate don't represent a large constituency, so their value is to give opinions on issues. The HOD works by resolutions. This year, Resolution 5 on transportation of research animals was of interest. It passed unanimously. Resolution 6 on antiparasitic resistance passed. Doug Kratt is the new HOD President. The President Elect is Jose Arce and Vice President is Sandra Faeh. The Vice President does not go toward President. It is a diplomatic position. The Board asked Kate Barger when she began as the alternate delegate to the HOD. She started in 2017. She is in her 4th year.

New Business

Andrea Zedek submitted a proposal.

Andrea asked the BOD to consider the way AAAP appoints the representatives on AVMA committees. She encouraged the Board to survey the members for interest in open positions. The BOD could consider the volunteers and if they felt no one was qualified, they could ask someone. The BOD is working on making processes more transparent and open.

Action Item: The BOD will consider Dr. Zedek's proposal.