

September 4, 2024
Virginia Farm Bureau
Auditorium
12580 W. Creek Parkway
1:00 p.m.

Agenda
Board of Veterinary Medicine and State Veterinarian
Veterinarian Shortage Study Workgroup
Financial Resources Subgroup

Call to Order – Kelli Moss, Executive Director, Board of Veterinary Medicine

- Welcome
- Emergency Egress Procedures
- Introductions

Ordering of Agenda – Ms. Moss

Public Comment – Ms. Moss

The Board will receive all public comment related to the scope of work of the workgroup.

Approval of Minutes – Ms. Moss

July 8, 2024 – Financial Resources Subgroup Meeting

Pages 1-3

Discussion – Ms. Moss

- Veterinarian shortage areas in Virginia by year – **Dr. Charles Broaddus (pp 4-5)**
- Summary of Kansas and Iowa veterinary financial incentive programs
– **Dean Dan Givens (pp 7-9)**
- DVM enrollment scenario – funding needed for additional Virginia residents
– **Dean Givens (pp 10-11)**
- Grant program options and features – **Mr. Stephen Versen (pp 12-13)**

Pages 4-13

Next Steps:

- Recommendations to Workgroup

New Business – Ms. Moss

Next Meeting – Ms. Moss

Meeting Adjournment – Ms. Moss

This information is in **DRAFT** form and is subject to change.

Call to Order

The meeting of the Virginia Board of Veterinary Medicine, Veterinarian Shortage Study Workgroup, Financial Resources subgroup was called to order on July 8, 2024, at 10:44 a.m. at the Department of Health Professions (DHP), Perimeter Center, 9960 Mayland Drive, 2nd Floor, Board Room 3, Henrico, Virginia 23233.

Chair

Kelli G. Moss, Executive Director

Workgroup Participants Present

Charles Broaddus, DVM, PhD, Dip. ACT, VA Dept. of Agriculture and Consumer Services
Thomas B. Massie, Jr., DVM, Board of Veterinary Medicine
William T. Swecker, DVM, PhD, DACVN, Virginia-Maryland College of Veterinary Medicine
Daniel Givens, DVM, PhD, Virginia-Maryland College of Veterinary Medicine
Martha Moore, Virginia Farm Bureau
Melinda McCall, DVM, Virginia Academy of Food Animal Practitioners
Stephen Versen, Virginia Tobacco Region Revitalization Commission
Jane Naramore, LVT, Virginia Association of Licensed Veterinary Technicians
Cliff Williamson, Virginia Agribusiness Council

Staff Present

Laura Jackson, MSHSA, Board Administrator
Laura D. Paasch, Senior Licensing & Operations Specialist

Public Present

Jake Tabor, Virginia Farm Bureau

Public Attending Electronically

Nicole Riley, Virginia Economic Development Partnership
Elizabeth Hooper, Lobbyist for Virginia Tech

Call to Order

The participants were welcomed and introductions were made.

Ordering of Agenda

Ms. Moss opened the floor to any edits or corrections regarding the agenda. Hearing none, the agenda was accepted as presented.

Public Comment

No public comment was provided.

Discussion

Review of Loan Repayment Programs:

Federal Repayment Programs: Dr. McCall reported on the terms of federal loans available to veterinarians and the current approval process for federal loan applicants, who are ranked according to critical and high-priority needs. The subgroup discussed the statistical data available regarding federal loans to Virginia-based veterinarians and the need to ensure continued federal funding. Dr. Broaddus reported he has data identifying the nominated areas of shortage.

State Repayment Programs: Dean Givens reported that federal loan dollars for veterinary education are taxed, unlike student loans for human medical education, and that due to associated costs the average student debt is much more than enrollment expenses. The subgroup discussed statistical data, candidate qualifications and compliance with reporting requirements for state loan repayment programs.

Other States' Repayment Programs: The subgroup discussed state repayment programs in Kansas and Iowa and discussed Virginia developing a similar program. Iowa's loan program does not allow students to also access federal funds, and the Workgroup may need to consider whether any program in Virginia would have similar requirements. Another consideration is the sustainability, which factors in continued program participation and retention and the percentage of loans that are fully repaid.

Grant Programs: The group discussed the Veterinary Services Grant Program's Rural Practice Enhancement grant for underserved areas, which is an underfunded program. VSGP currently allows the purchase of mobile equipment only; the subgroup discussed the opportunity for this program to serve more communities if it included stationary establishment equipment. The subgroup discussed the Tobacco Commission using parameters from this program to develop a state grant.

North Carolina's large animal veterinarian grant program was discussed, and the subgroup considered its requirement for applicants to practice at least 30% large animal in a lower populated region. They discussed whether similar parameters could apply to a potential program in Virginia.

Dean Givens discussed the criteria for student tuition assistance at VMCVM offered to 50 students from each are of Virginia and discussed the allocations for Virginia residents. He did not have data regarding programmatic costs.

The subgroup considered the difficulty students have applying for student loans and discussed the possibility of veterinary school staff assisting student applicants, as well as the need for more veterinarians to mentor students. They discussed the allocation of funds and identified that students need to receive funds directly for them to be most beneficial.

Retention and Continued Engagement: The subgroup reviewed additional factors affecting retention of large animal veterinarians in rural areas and discussed ways establish earlier connections between students and a community that can support a student. One idea put forth is for a community to set up a component that may be approved for brief internships, to work on connecting students to rural communities by increasing participation in them. Ms. Moore stated that agricultural economic development offices and the Virginia Tobacco Region Revitalization Commission as well as county Farm Bureaus and local extension offices could assist with community connections.

The subgroup identified lack of infrastructure as one of the reasons students leave rural food animal medicine programs and discussed programs that incentivized student investment by requiring demonstrated interest in the program. Leveraging mentorships from other healthcare or childcare providers would also be useful to younger veterinarians in a rural community. The subgroup discussed larger-scale supportive models such as the Peace Corps dedicating staff to a community for engagement and leadership growth, and the Department of Defense's support of military personnel.

The subgroup discussed business ownership resources for rural veterinarians to access, i.e. extension offices, Farm Bureau board; and programs such as FFA for high school students to develop interest, provide a pathway, fund education and engage in a community. Mr. Versen offered to provide ideas for program creation focusing on keeping existing large animal veterinarians in practice, and the feasibility of including unique features in the grant, such as business support.

The following Action Items were developed:

ACTION ITEM: Dr. Broaddus will share data identifying shortage areas in Virginia where few or no veterinarians are currently practicing, and a need exists for veterinary services.

ACTION ITEM: Dean Givens will reach out to Kansas and Iowa to obtain more data about each program.

ACTION ITEM: Mr. Versen will provide grant program options and features to the subgroup.

Next Steps:

The subgroup agreed to meet again in early September to review the additional information gathered to present a comprehensive data overview to the Workgroup during its next meeting projected for early October.

New Business

There was no new business to report.

Next Meeting

The next subgroup meeting date is to be determined by Ms. Moss after polling subgroup participants.

Adjournment

With no objection, Ms. Moss adjourned the meeting at 12:30 p.m.

Kelli G. Moss, Executive Director
Chair

Shortage Areas Designated by Year

2015	Alleghany	Bath	Highland						
	Buchanon	Dickenson	Lee	Russell	Scott	Wise			
	Bland	Smyth	Tazewell						
2016	Alleghany	Bath	Highland						
	Buchanon	Dickenson	Lee	Russell	Scott	Wise			
	Bland	Smyth	Tazewell						
	Patrick								
2017	Alleghany	Bath	Highland						
	Buchanon	Dickenson	Lee	Russell	Scott	Wise			
	Bland	Smyth	Tazewell						
	Rockingham	Augusta							
	Public Practice								
2018	Alleghany	Bath	Highland						
	Buchanon	Dickenson	Lee	Russell	Scott	Wise			
	Bland	Smyth	Tazewell						
	Rockingham	Augusta							
	Public Practice								
2019	Alleghany	Bath	Highland						
	Buchanon	Dickenson	Lee	Russell	Scott	Wise			
	Bland	Smyth	Tazewell						
	Rockingham	Augusta							
	Public Practice								
2020	Alleghany	Bath	Highland						
	Buchanon	Dickenson	Lee	Russell	Scott	Wise			
	Culpeper	Fauquier	Rappahannock						
	Amherst	Bedford	Campbell						
	Albemarle	Fluvanna	Louisa	Nelson					
2021	Amherst	Bedford	Campbell						
	Albemarle	Fluvanna	Louisa	Nelson					
	Isle of Wight	Southampton	Suffolk	Surry	Sussex				
	Madison	Greene	Culpeper	Orange	Albemarle	Fauquier	Spotsylvani	Rappahann	Louisa
		Public Practice							
	Westmoreland	Richmond	Northumberland	Mathews	Gloucester	Essex	King	Williar	New Kent
								Charles Cit	Caroline
2022	Amherst	Bedford	Campbell						
	Albemarle	Fluvanna	Louisa	Nelson					
	Madison	Greene	Culpeper	Orange	Albemarle	Fauquier	Spotsylvani	Rappahann	Louisa
		Public Practice							
	Public Practice								
2023	Amherst	Bedford	Campbell						
	Albemarle	Fluvanna	Louisa	Nelson					
	Botetourt	Franklin							
	Russell	Tazewell							
	Public Practice								
2024	Augusta	Rockingham	Page	Shenandoah					
	Amherst	Bedford	Campbell						
	Lee	Scott	Washington						
	Louisa	Fluvanna	Goochland						
	Russell	Tazewell	Smyth						

Data provided by Charles Broaddus, DVM, PhD, Dip. ACT
 State Veterinarian
 Director, Division of Animal and Food Industry Services
 Virginia Department of Agriculture and Consumer Services

Table of Shortages by Year and Location

Compiled by K. Moss from data provided by Dr. Broaddus 7/10/2024

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
Albemarle						X	X	X	X		4
Alleghany	X	X	X	X	X	X					6
Amherst						X	X	X	X	X	5
Augusta			X	X	X					X	4
Bath	X	X	X	X	X	X					6
Bedford						X	X	X	X	X	5
Bland	X	X	X	X	X						5
Botetourt									X		1
Buchanon	X	X	X	X	X	X					6
Campbell						X	X	X	X	X	5
Caroline							X				1
Charles City							X				1
Culpeper						X	X	X			3
Dickenson	X	X	X	X	X	X					6
Essex							X				1
Fauquier						X	X	X			3
Fluvanna						X	X	X	X	X	5
Franklin									X		1
Gloucester							X				1
Goochland										X	1
Greene							X	X			2
Highland	X	X	X	X	X	X					6
Isle of Wight							X				1
King William							X				1
Lee	X	X	X	X	X	X				X	7
Louisa						X	X	X	X	X	5
Madison							X	X			2
Mathews							X				1
Nelson						X	X	X	X		4
New Kent							X				1
Northumberland							X				1
Orange							X	X			2
Page										X	1
Patrick		X									1
Public Practice			X	X	X		X	X	X		6
Rappahannock						X	X	X			3
Richmond							X				1
Rockingham			X	X	X					X	4
Russell	X	X	X	X	X	X			X	X	8
Scott	X	X	X	X	X	X				X	7
Shenandoah										X	1
Smyth	X	X	X	X	X					X	6
Southampton							X				1
Spotsylvania							X	X			2
Suffolk							X				1
Surry							X				1
Sussex							X				1
Tazewell	X	X	X	X	X				X	X	7
Washington										X	1
Westmoreland							X				1
Wise	X	X	X	X	X	X					6
	12	13	15	15	15	19	29	15	12	16	

Summary of Kansas and Iowa Veterinary Financial Incentive Programs

Provided by Dan Givens, DVM, DVM, PhD, DACT, DACVM–Virology
Dean, Virginia-Maryland College of Veterinary Medicine

1. Veterinary Training Program for Rural Kansas (VTPRK):
 - **Financial incentive program** for **veterinary students**
 - Six or seven students selected each year during January of first year in DVM Program
 - Selected from about 20 applicants each year. 12 to 14 applicants are very competitive.
 - Interviewed by a team representing various stakeholders
 - (i) Two KVMA representatives: executive board member and a preceding scholarship recipient.
 - (ii) The animal health commissioner
 - (iii) two KDA appointees
 - (iv) two representatives from the college
 - Criteria for selection include:
 - Academic potential (20)
 - Professionalism/ethics (10)
 - Animal experience (10)
 - Large animal veterinary experience (10)
 - General veterinary experience (10)
 - Career awareness (15)
 - Leadership potential (5)
 - Personal goals statement (10)
 - Recommendation letters (10)
 - Receive a loan of \$25,000 per year for four years
 - Can cover tuition or other costs of attendance
 - Maximum award is \$100,000
 - After graduating
 - A year of loans is forgiven for each year **if** the graduate works
 - full-time (12 consecutive months)
 - in a veterinary practice
 - in any Kansas county with fewer than 40,000 residents or in a full-time veterinary practice if food animal patients make up at least 50% of the practice (as determined by the college in consultation with the advisory committee)
 - Veterinary students selected in first year spend additional time during summer months learning about:
 - Public health
 - Livestock biosecurity
 - Foreign animal disease diagnosis
 - Regulatory veterinary medicine
 - Zoonotic diseases
 - State cost of program at full capacity = $7 \times 4 \times \$25,000 = \$700,000$. State appropriation is \$650,000, so 6 to 7 students each year.
 - *The state does not provide additional funding for administration and the college provides all administration and absorbs all expenses. It has been that way since 2006.*
 - Must commence veterinary practice within 90 days of completing their education program (this may include a one-year internship and/or three-year residency).
 - Practice of veterinary medicine is defined in accordance with the Kansas veterinary practice act. For the purposes of this program, practice of veterinary medicine is further defined as employed by and/or owner of a private or corporate veterinary practice or livestock production enterprise located in a qualifying county in Kansas.

- This evolved to become a ‘program’ that engages students throughout vet school and this is a critical part of this program’s success.
 - Monthly lunches
 - Interaction with practitioners (via zoom)
 - Attending conferences
 - Completing additional food animal skills
- If a loan recipient fails to satisfy the obligation to engage in the full-time practice of veterinary medicine in accordance with the MOU, Loan Recipient shall repay to the University, within 90 days of such failure, the amount equal to the amount loaned to such person less a prorated amount based on any such periods of practice of veterinary medicine meeting the requirements of the MOU, plus interest at the prime rate of interest plus 2% from the date such loan accrued. Such interest shall be compounded annually. The parties may negotiate a mutually acceptable repayment schedule.
- Loan repayment will not be required if the Loan Recipient dies before repayment is complete, or if the Loan Recipient becomes permanently disabled and cannot practice veterinary medicine.
- An obligation to practice veterinary medicine as agreed to in the MOU shall be postponed during any period of temporary medical disability which results in the inability to practice veterinary medicine due to such disability.
- Changes desired by KSU Dean Bonnie Rush:
 - *First priority – fund 10 students/year.*
 - *Second priority – capture some administrative costs. So far tracking graduates and collecting money has been fussy, but not been terribly complicated. Pretty confident that will not always be the case. Students sign an MOU at the beginning of the program to hold them accountable.*

2. Rural Iowa Veterinarian Loan Repayment Program:

- **Loan repayment incentives** to graduates that practice in specified locations for up to four years
- Program administered by the Iowa Department of Education
- Maximum award is \$60,000 or the amount of outstanding eligible loans—whichever is less (\$15,000 annually)
- At least five program agreements annually
- Award paid at the end of each 12-month employment period in four increments towards outstanding:
 1. Federal Subsidized Stafford balance
 2. Unsubsidized Stafford balance
 3. Graduate PLUS balance
- Individuals selected during final year of veterinary education or first five years after graduation
 1. Criteria:
 - Has not participated in or received loan repayment awards through the National Veterinary Medicine Loan Repayment Program (VMLRP) administered by NIFA
 - Will receive or possess a license to practice veterinary medicine in Iowa

- Will secure full-time employment in an eligible area and practice full-time for a period of *four consecutive years* after entering into the program agreement
- Colorado variation---ballooning payment = \$10K year 1; \$15K year 2; \$20K year 3; \$25K year 4
- 2021--\$300,000 in funding; 41 applicants; 5 awards
- 2022--\$400,000 in funding; 30 applicants; 6 awards
- 2023--\$700,000 in funding + \$40,000 from previous balance; 28 applicants; 13 awards
- Priority for recipient selection:
 1. Private practice food supply veterinarians in a **veterinary shortage area** who graduated from Iowa high school
 2. Private practice food supply veterinarians in a **veterinary shortage area** who did not graduate from Iowa high school
 3. Private practice food supply veterinarians in a **service commitment area** who graduated from Iowa high school
 4. Private practice food supply veterinarians in a **service commitment area** who did not graduate from Iowa high school
 5. Practicing veterinarians in a service commitment area who graduated from an Iowa high school
 6. Practicing veterinarians in a service commitment area who did not graduate from an Iowa high school
 7. Further prioritized within each priority category by date application is received

VM Enrollment Scenario

Incoming Class	Current	YEAR 1		YEAR 2		YEAR 3		YEAR 4	
		Scenario #1 +10 VA Residents	Scenario #1 +10 VA Residents	Scenario #1 +10 VA Residents	Scenario #1 +10 VA Residents	Scenario #1 +10 VA Residents	Scenario #1 +10 VA Residents		
Virginia	50	60	60	60	60	60	60	60	60
Maryland	30	30	30	30	30	30	30	30	30
At-Large	40	40	40	40	40	40	40	40	40
West Virginia	6	6	6	6	6	6	6	6	6
	126	136	136	136	136	136	136	136	136

Cumulative Change (+10 VA students for 4 years)

Enrollment									
Virginia		10	20	30	40				
Maryland		0	0	0	0				
At-Large		0	0	0	0				

Theoretical - assumes fixed support per student (and success with incremental state funding for enrollment growth)

Cumulative State Support for Operating (FY25 Proposed Budget)

VA (per Capitation Model)	\$51,940	\$	54,301	56,742	58,161	59,615
GF Per Student for VA Residents			543,010	1,134,840	1,744,817	2,384,583
MD (from Capitation Model)	\$51,940	-	-	-	-	-
State Support for Capital						
VA	\$0	-	-	-	-	-
MD	\$1,000	-	-	-	-	-
Total Change			543,010	1,134,840	1,744,817	2,384,583

Current

	DVM Year 1	DVM Year 2	DVM Year 3	DVM Year 4	Total
Virginia	50	50	50	50	200
Maryland	30	30	30	30	120
At-Large	40	40	40	40	160
West Virgir	6	6	6	6	24
	126	126	126	126	504

Year 1

Virginia	60	50	50	50	210
Maryland	30	30	30	30	120
At-Large	40	40	40	40	160
West Virgir	6	6	6	6	24
	136	126	126	126	514

Year 2

Virginia	60	60	50	50	220
Maryland	30	30	30	30	120
At-Large	40	40	40	40	160
West Virgir	6	6	6	6	24
	136	136	126	126	524

Year 3

Virginia	60	60	60	50	230
Maryland	30	30	30	30	120
At-Large	40	40	40	40	160
West Virgir	6	6	6	6	24
	136	136	136	126	534

Year 4

Virginia	60	60	60	60	240
Maryland	30	30	30	30	120
At-Large	40	40	40	40	160
West Virgir	6	6	6	6	24
	136	136	136	136	544

Financial Resources Subgroup Meeting September 4 – Action Item #3 Grant Programs

A wide variety of public sector funded grant and loan programs exist that can support efforts to assist large animal and food animal veterinarians with their education, establishing themselves in rural communities and to stay and prosper in their profession in these communities. Which resources are available of course depends on the specifics of the effort being undertaken.

Generally speaking, higher levels of grant funding are most available for facilities or assets owned by a non-profit or local government organizations bringing benefit to multiple veterinarians and producers. Smaller dollar grants for soft costs related to planning are often the easiest to obtain (funding for on-going activities more difficult). Funds going to directly benefit for-profit producers will either be for loans or if grants, will require well-documented deliverables on job creation, credential attainment, services provided, etc.

During July 8 discussion, a variety of programs were discussed that could help reduce the shortage of large animal / food animal vets in rural communities in a variety of ways, such as:

- Tuition assistance for vets who commit to service large animals / food animals in areas of need (state funds could complement existing Federal program)
- Creating a large animal vet ombudsman position to help vets connect various resources, connect them with the communities they're locating in, handle complicated paperwork, connect them communities in need, support groups, etc.
- Welcome Committee programs to help new vets (and perhaps other needed professionals) feel welcome in the rural communities they serve by offering lodging for new arrivals, connecting them with housing options, introducing them to organizations they can become part of, etc.
- Financial assistance to existing large animal vets serving critical areas to obtain new equipment, grow their operation, expand their facility, take on new staff, etc. – all as effort to keep them servicing the region
- Building a shared-use, haul-in facility to serve multiple vets and producers

On the next page is a list of programs with which I am familiar, along with an initial assessment of their applicability to the above program ideas. Each has its own set of funding priorities, eligibility criteria, match requirements, award timing and approval process – making the assumptions below uncertain and the coordination of multiple programs across individual projects challenging, but not impossible. I have calls into the following organizations to see what other programs might be available: USDA – Rural Development, GO Virginia, DHCD Office of Community Revitalization, and the Federal EDA. Lastly, I spoke with the Senior Vice-President of Veterinary Financing at Live Oak Bank which specializes in veterinary lending nationally. Understanding how banks look at this industry and where they see financing needs would be important to this effort and I recommend bringing his voice and experience into this effort.

Potential financial assistance for solutions to large animal vet shortage

	Tuition Assistance	Ombudsman	Welcome Wagon	Fin Asst to Existing Vets	Shared-use, Haul-in facility
AFID – Planning: soft costs up to \$35K	X	X	X		X
AFID – Infrastructure: hard costs up to \$50K				X	X
TRRC – Southern / Southwest: flexible funding in Tobacco Region >\$1M		X	X		X
TRRC / VSBFA Lending Partnership: Loans to Tobacco Region businesses >\$1M				X	X
TRRC Tuition Assistance Program: grants for degrees <\$50K	X				
GO Virginia: flexible funding across VA <\$500K		X			X
USDA B&I Loan Guarantee: Loans to businesses up to \$25M				X	X
Variety of loan guarantee’s through SBA				X	
Smaller direct non-loans through non-profit lenders typically <\$1M				X	X
Direct loans by for-profit Vet clinic specialist lenders like Live Oak Bank >\$1M				X	

Document prepared by:

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