Strategic Plan Overview

Education and Infrastructure are the two interrelated high-level goals that anchor the strategic plan. Each of these high-level goals consist of actionable and measurable objectives and all goals are intended to incorporate the values of ACVP and our commitment to diversity, equity, inclusion, and well-being.

- Education initiatives focus on three main career growth phases: students, trainees, and members.
- Infrastructure initiatives focus on the stability of the profession, financial strength, and technology needs.

Education Initiatives

Goal 1: Students. Create outreach opportunities for students to connect with ACVP and the profession.

Objectives:
- Assess ACVP’s current student-related efforts
- Identify the needs and potential barriers of students choosing careers in veterinary pathology
- Develop a student engagement framework to include learning resources and outreach events

Deliverables:
- Evaluate existing data on current student-related efforts of ACVP and impact on the professional pipeline
- Expand student outreach and engagement programs
- Launch at least one student-directed learning resource

Goal 2: Trainees. Launch the Training Program Accreditation (TPA) process and define core competencies for veterinary pathologists.

Objectives:
- Form a defined accreditation body through the Training Program Accreditation Committee (TPAC) and standard operating procedures for programmatic assessment
- Create a Core Competency Task Force

Deliverables:
- Operationalize an accrediting body and an established accreditation process for training programs
- Establish comprehensive Core Competency standards to be made broadly available to the TPAC, members, and trainees

Goal 3: Members. Develop learning strategies for professional development and continuing education for members at various career stages and pathways.

Objectives:
- Perform an education assessment
  - Assess existing internal and external educational opportunities
  - Identify/prioritize member needs in terms of educational content and delivery method
- Enhance partnerships with affiliate organizations to expand continuing education opportunities

Deliverables:
- Create an education strategy based on the assessment, to include collaborations with affiliate organizations as appropriate
- Provide a rationale for investigating e-learning platforms (Learning Management Systems, see Goal 6)
Infrastructure Initiatives

**Goal 4: Financial Strength.** Evaluate ACVP’s financial health and growth opportunities.

**Objectives:**
- Assess ACVP financial activities
- Sustain and advance the financial stability of ACVP
- Create a process to recruit, review, select, and administer ACVP endowment grants

**Deliverables:**
- Create a multiyear financial plan in support of the efforts of the strategic plan
- Develop a strategic financial and marketing plan for the Veterinary Pathology journal
- Establish and award ACVP endowment grants

**Goal 5: Professional Pipeline.** Ensure a healthy conduit for training future pathologists.

**Objectives:**
- Explore factors and attitudes that impact retention and attrition in academia
- Explore factors that influence resident selection of sector employment

**Deliverable:**
- Perform quantitative and qualitative research for publication(s) that provide data needed to inform the membership and stakeholders, determine next steps, and serve as potential avenues for advocacy

**Goal 6: Technology.** Enhance and expand technology-based platforms in order to achieve strategic plan goals and provide improved support for ACVP operations.

**Objectives:**
- Initiate technology assessment and review
- Prioritize improvement of the ACVP website to meet immediate needs
- Investigate Learning Management Systems (refer to Goal 3)
- Investigate digital slide hosting and repositories

**Deliverables:**
- Develop and launch an improved website
- Perform a cost-benefit analysis for various Learning Management Systems (to support Goal 3)
- Define ACVP use of digital slides and identify technology and infrastructure resources to meet digital slide needs across the organization