Motion to Approve the Process for Reinvention of the Doctor of Veterinary Medicine (DVM) Curriculum

Rationale

The last major revision to the DVM curriculum was in 1992 with semester conversion. Since then, revisions have been modest and the most recent of those is beyond the 7-year review cycle mandated by AVMA COE accreditation. The 2015 strategic planning process in CVM, with input from faculty, students, alumni and employers, has highlighted the need to reinvent the curriculum, both in content and design. In response to these expectations for curriculum revision, the Dean has charged Associate Dean Julie Funk to lead a review and renewal process. The goal outlined by the Dean is a learner-centered curriculum that prepares career-ready, high-value graduates and is attentive to costs to both students and the College. A motion is presented here that outlines the process that will guide Dr. Funk and lead to final approval of a new curriculum by the full CVM faculty in the spring of 2017.

Moved that the CVM faculty approve the following process guiding the DVM Curriculum Reinvention.

1. The process guiding the reinvention of the DVM curriculum will:
   a. Provide channels and opportunities for stakeholder input
   b. Be transparent, allowing stakeholder access to progress reports
   c. Be evidence-based,\(^1\) incorporating contemporary educational practices
   d. Be data-driven, relying on sources of internal and external information
   e. Be monitored by the CVM Curriculum Committee at appropriate intervals to allow for realignment as needed
   f. Reach out to incorporate expertise and assistance as needed to facilitate the process and the achievement of the design goals

2. A Steering Committee of faculty, students and others\(^2\) will insure that the goals outlined by the Dean are achieved. The Steering Committee will seek input from stakeholders throughout the process via a Stakeholder Advisory Committee. The Steering Committee will direct the work of interdisciplinary Working Groups of faculty that will develop the details of the curriculum.

3. Following approval by the CVM Curriculum Committee, the full CVM faculty will vote to approve the proposed curriculum. The vote will be yes/no/abstain on the complete curriculum and-majority rules. Faculty will have ample opportunities for input during the process and for understanding of the final proposal before the vote, which will take place according to CVM Bylaws.

\(^1\) Evidence will be gleaned from published literature and other disciplinary sources
\(^2\) The Steering Committee will include representatives of each CVM department, a basic science representative, the Veterinary Technology Program, MSU Hub, students and OMERAD.
MEMORANDUM

TO: Julie Funk, Associate Dean for Academic Programs and Student Affairs

FROM: John C. Baker, Dean

RE: Charge for the Curriculum Review and Revision

DATE: March 31, 2016

The College of Veterinary Medicine, veterinary medical education, and the veterinary profession are at a critical juncture. An increase in the cost of education paid by students has resulted in student debt rates that are unsustainable; decreasing application-to-seat ratios place significant pressures for student recruitment (and a risk for failure to recruit qualified students); a lack of diversity limits the profession’s ability to serve a broad section of society, and a failure to adopt innovations in education provides significant risk for disruption from non-traditional education providers. MSU CVM is specifically at risk as a result of a relatively high tuition rate compared to other Colleges of Veterinary Medicine (in particular for non-residents); a shrinking state population placing pressure on the pool of qualified in-state applicants, and low to moderate success in recruiting under-represented students to the College.

However, these challenges provide a significant opportunity for the College to be an international leader in veterinary medical education. The College is well positioned to re-imagine and innovate veterinary medical education. Through an extensive strategic planning process, three critical strategies for DVM education at MSU have been identified: 1) It must be cost-effective for students and not increase the cost of delivery for the College, 2) the curriculum must be learner centered, 3) there needs to be more integration within the curriculum and 4) the outcome is a high value, career ready graduate.

For the curriculum revision process, I charge the Curriculum Review and Revision Committee with the following minimum standards:

1) Innovation that re-imagines veterinary education. The new curriculum developed will be recognized nationally and internationally as a model for the future of veterinary medical education. Important components of this innovation:
   a. A cost-effective education
      i. Aims for a 1.4:1 (or less) debt to first year income ratio for graduates.
      ii. Maintains current revenue to the College.
   b. High quality, student centered education.
i. The learning experience is personalized, hands-on, and flexible. Allows students the opportunity to focus on their career interests.

ii. A supportive learning environment and student wellness are critical components of student centered learning.

iii. Cultural competence, diversity and inclusiveness as principles of the curricular design.

c. Increased integration of the curriculum
   i. Interdisciplinary approaches to learning are a focus.
   ii. Learning is contextualized in real-world application.
   iii. Integration includes both curricular and co-curricular learning opportunities.

d. High value, day 1 career-ready graduate
   i. Graduates meet or exceed employer expectation for day 1 competencies.
   ii. Data-driven metrics are developed to benchmark current status, set goals and mark progress for achieving the goal.

2) A process for the curriculum review and revision be developed and approved by a vote of the CVM faculty by April 2016. (Spring faculty meeting).

3) The process be efficient and timely, delivering a design for a revised curriculum to be reviewed by the College Curriculum Committee early Spring Semester 2017.

4) An assessment tool for evaluating the performance of the revised curriculum will be developed for continuous assessment, revision and improvement.

5) Transparency and clear communication are required. A communication plan, outlining opportunities for faculty input and process status report updates is required.

6) The recommended curriculum meets or exceeds accreditation standards of the American Veterinary Medical Association Council on Education and the Higher Learning Commission.

7) The revised curriculum is in alignment with the mission, vision and values of the College and Michigan State University.

cc: June Youatt, Provost and Executive Vice President for Academic Affairs
FAQs about the DVM Curriculum Reinvention Process

Why is the curriculum being revised?

The last major revision to the DVM curriculum was in 1992 with semester conversion. Since then, revisions have been modest and the most recent is beyond the 7-year review cycle mandated by AVMA COE accreditation. The 2015 strategic planning process in CVM, with input from faculty, students, alumni and employers, has highlighted the need to reinvent the curriculum, both in content and design.

What is the goal of the revision?

The Dean has directed that the new curriculum should be learner-centered, preparing career-ready, high-value graduates, while also being attentive to costs to both students and the College.

What is the projected timeline for the revision?

The design of the new curriculum should be completed by early spring semester 2017 so the CVM Curriculum Committee can complete its review and approval process. The CVM faculty as a whole will then vote, also in spring 2017. Once approved, the new curriculum will go forward for University Curriculum Committee review in AY 2017-2018. A year of preparation is then planned to develop instruction, conduct pilot sessions, and provide faculty development. So the first courses would be offered in AY 2018-19 for the graduating class of 2022.

How will this affect the current students?

The current students will complete the current curriculum, as will all entering classes until fall 2018 when the new curriculum is implemented for that entering class. There will be three years of overlap during which the old curriculum will be taught at the same time that the new curriculum is phased in each year. These changes will have minimal impact on students in the current curriculum unless they choose to participate in Working Group to offer input to the design of the new curriculum.

Who is involved in the process?

A Steering Committee has been formed and has already begun working. It includes Associate Dean Julie Funk, faculty representatives from each CVM department, students, the Office of Medical Education Research and Development, MSU Hub and the Veterinary Technology Program. The Steering Committee will be advised by a Stakeholder Advisory Council that includes faculty, students, alumni, employers, and others with an interest in DVM education. The Steering Committee will compose Working Groups, as needed, to carry out the curriculum development and design.

Who is on the Steering Committee?

Dr. Julie Funk, Associate Dean, Professor Large Animal Clinical Sciences
Dr. Jon Patterson, Pathobiology and Diagnostic Investigation
Dr. Laura Nelson, Small Animal Clinical Sciences
Dr. Rob Malinowski, Director, Center for Academic Technologies
Jolynne Judge, Pre-Veterinary and Veterinary Technology
How can faculty have input to the process?

The most direct way to have input will be to participate in a Working Group. Faculty can also provide direct feedback to members of the Steering Committee. Additionally, there will be updates at faculty meetings throughout the process so that faculty can discuss proposals. The CVM Curriculum Committee will review the progress of the Steering Committee at regular intervals, so feedback to Curriculum Committee members is another conduit for input on the curriculum design.

Is any new teaching space expected with a new curriculum?

No. The new curriculum is expected to be implemented within existing instructional space.