



FOOD ANIMAL VETERINARIAN RECRUITMENT AND RETENTION PROGRAM PILOT PROGRAM – 2010 Launch 2011 Placement

This Pilot Program is designed to provide financial incentives in the form of current student loan debt grants for veterinarians who commit to four years of employment in food animal veterinary medicine. The program is a joint effort of the American Veterinary Medical Foundation (AVMF) and the American Veterinary Medical Association (AVMA), with funding by several industry partners.

Individuals who are underrepresented in the profession (populations of individuals whose advancement in the veterinary medical profession has historically been disproportionately impacted by six specific aspects of diversity (gender, race, ethnicity, and geographic socioeconomic, educational disadvantage due to legal, cultural, or social climate impediments) are encouraged to apply.

Eligibility Criteria of Applicants

- Applicants must be enrolled in a Doctor of Veterinary Medicine (DVM/VMD) professional degree program at an AVMA accredited college of veterinary medicine - OR - be a veterinarian, licensed to practice in the United States and have graduated during the four calendar years prior to application.
- Commit to practicing food animal medicine in the U.S. in a qualified veterinary practice and be working in that practice by September 2010. Qualifying practices in food animal medicine are defined as exclusively or predominantly food animal practices that serve the livestock industry (equal to or greater than 50% of service – generated revenues through food animal services).
- Have current undergraduate and graduate educational qualified loan debt. A qualified loan is one that has been made by a qualified commercial lender to assist the borrower in attending an eligible educational institution.
- Be legally able to sign a contract for four-year service obligation.

Program Timeline

March 15, 2010 - Pilot Program Publicly Announced

April 1, 2010 - Program Launched at www.avmf.org/FAVRRP

June 1, 2010 - Application Deadline

June 2, 2010 - See following page, Criteria of Applicants Reviewed by the AVMF FAVRRP Awards Committee for additional information that may be required.

August 2010 - Program Awards announced at AVMA Convention

June 2011, June 2012, June 2013, June 2014 – Pilot Program Awardees to receive payments

August thru October 2010 - Evaluation of Pilot Program, expansion of the Program in 2011

November 2010 thru January 2011 – Tentative Launch 2011 Program



FAVRRP Pilot Program (Continued)

Criteria of applicants reviewed by the AVMF FAVRRP Awards Committee

The items below will only be required to be sent to AVMF if you are selected as a grant award recipient.

Confirmation Letter of Employment - if selected, obtain a letter from your employer, or written from your own practice, on company letterhead. This letter should include a description of the type of practice you will be in, your position, and your start date.

Current Loan information - if selected, obtain current information from each company that you have outstanding student loans.

Similar awards program - if selected, obtain summary information from each organization that you have been awarded monies for that is from a similar program.

Recommendation Letters - if selected, obtain three letters of recommendation.

Criteria of awardees

Memo of Understanding - contract between AVMF and grant recipient. This will only be required and sent by AVMF if you are selected to be a grant award recipient.

Debt Repayment Provisions

Awardees will receive debt repayment payments* per 12 months of continuous practice for 4 years, assuming they remain in a qualifying practice, under the following schedule after the program begins:

- 15% of total debt (up to \$15,000) - June 2011,
- 15% of total debt (up to \$15,000) – June 2012,
- 15% of total debt (up to \$15,000) – June 2013,
- 55% of total debt (up to \$55,000) – June 2014

* Total payments not to exceed \$100,000 per four-year program

Mentored Preceptorship

Mentored Preceptorship is the completion of at least one 3-5 week work experience in food animal in 2nd, 3rd, or 4th (preferably) year.

Program applicant information sharing and marketing

All participants funding this grant will have access to contact and demographic information of program applicants and recipients, and all participating individuals and organizations' names/logos will be included on all promotional/educational materials associated with this program.