



Australian and New Zealand College of Veterinary Scientists Strategic Plan 2012-2016

<p>ANZCVS Role To advance the study of veterinary science and to bring together members of the veterinary profession for their common benefit. To conduct examinations of professional proficiency for the purpose of determining qualifications for membership and fellowship of the College.</p>	<p>ANZCVS Vision ANZCVS – Promoting and certifying excellence in veterinary science</p>
<p>ANZCVS Strategic Priorities Certification Member value Sustainability</p>	<p>ANZCVS Values Professionalism Excellence Science-based Collegiality</p>
<p>ANZCVS Focus areas Set up Examination Development Fund Review examination construction and delivery Provide examiner training Review list of subjects managed by chapters Deliver Science Week – Australia/New Zealand’s premier veterinary scientific conference Develop ANZCVS annual budget plan Enhance engagement with Chapters Invest in College staff capacity, capability and succession planning</p>	<p>ANZCVS Success Measures A validated, high-quality examination delivered by trained examiners Ensure examiner training Provide a financially sustainable Examination Development Fund Increased number of new members (10% pa, 2600 in 2016) Enhanced chapter governance Science Week – maintain or increase attendance Strong applicant pool for all College positions Financial reserve maintained at one year’s operating expenses Accountable College business and administrative systems</p>

Strategic Priority #1 - Certification

Review and develop a robust framework and system of examination construction, delivery, assessment, analysis and communication.

Strategies – in order of priority

1.1 Examination quality assurance

Endorse the Board of Examiners to scope a brief to undertake a review of the examination processes for validity, repeatability, transparency and improvement.

Utilise the new Examination Development Fund to resource the review and continuous improvement work of the Board of Examiners.

1.2 Examiner training and workload

Offer Examiner training commencing with larger subjects, and engage chapters to participate in an annual examination construction and review workshop. Reduce Examiner workload through collective engagement in these examiner training /examination development workshops.

1.3 Examination cost analysis

Analyse examination numbers, candidate numbers, revenue and costs; to determine break-even points for different examination scenarios.

Analyse examinations, candidate performance and cost-effectiveness to determine an economically viable examination program.

1.4 Examination Communication and Post examination analysis

Develop a framework and system for providing structured feedback to Chapters and Examiners.

Engage new Examinations Officer to support and administer pre and post examination communication.

Develop and review a framework and system for post examination analysis.

1.5 Reaccreditation program

Evaluate the implementation of a reaccreditation program for Members and Fellows

Strategic priority #2 Member value

Enhance and promote the value of membership and fellowship to advance veterinary science

Strategies– in order of priority

2.1 Science Week

Maintain reputation of Science Week as Australia/New Zealand's premier veterinary scientific conference.

Review the role of the Science Week Co-ordinator (program development, speakers, papers, program delivery and evaluation).

Create mechanisms to assist with timely development of high quality Chapter-initiated content and speakers for Science Week.

Provide opportunities at Science Week for forums for mentors and supervisors.

Develop and review financial objectives for Science Week profitability.

2.2 Member value awareness

Enhance and communicate the value of College and Chapter membership, College Science Week and the quality of the examination.

2.3 Fellows

Continue to promote Fellowship of the College and develop contingencies to attract and retain Fellowship candidates and Fellow exemplars

2.4 Web-presence

Maintain and continuously improve ANZCVS website to profile the College, communicate with members, capture and store data for planning purposes.

2.5 International opportunities

Explore emerging markets including promoting and maybe delivering membership examinations in Asia. Adopt a watching brief on development of International Competitor colleges (USA, Europe, Asia, South Africa)

2.6 Social networking

To evaluate the utilisation of social networking sites to enhance member interactivity.

2.7 College awards

Review College prizes and awards to maximise relevance and desirability for Members and Fellows.

Strategic Priority # 3 Sustainability

Ensure that the ANZCVS operates in a socially and financially sustainable way to certify and support members to advance veterinary science

Strategies– in order of priority

3.1 Financial management

Develop ANZCVS annual budget plan between January and April – principles include:

Member subscriptions – CPI increase annually

Fellow subscriptions – to be reviewed

Science Week – review Science Week disbursement

Exam Development Fund of \$100 000 - to be established

Chief Examiner - input to relevant examination and training considerations at time of annual budgetary planning process

Resource allocation - aligned to strategic priorities according to ranking.

Review travel policy.

3.2 Chapter/Subject Structure

Enhance Council communication with Chapters to stimulate their growth through improved governance, financial management, Chapter-driven initiatives for Science Week, study group convenors, mentor and supervisor support.

Review Subject Guidelines including identification of non-Chapter supported exams with a view to encouraging Chapters to scope and potentially reconfigure their subjects and interests for the future.

Review policies on introduction of new Fellowship and Membership subjects according to an agreed structure.

Involve the Board of Examiners in the nomination, approval, succession planning and continual improvement process for Chapter Examination Committees.

3.3 College staff

Review staff structure, capacity, capability and implement succession planning.

3.4 Council leadership

Identify a President-Elect position and a Treasurer-Elect position in the final year of the President and Treasurer terms to ensure succession-planning in key roles.

Investigate options for President to complete two-year term without need for re-election.

Implement a skills evaluation to seek an appropriate range and mix of skills-set on Council.

3.5 Unique selling proposition

Promote and sell ANZCVS key points of difference – Only specialist-level (Fellowship) training and certifying body in Australia and New Zealand; Membership-level examination; breadth of specialities and special interests including some unique subjects; College Science Week; strong centralised administration and governance.

3.6 Profile building and strategic relationships

Create opportunities to market ANZCVS brand and build national and international relationships to benefit the College and the veterinary science profession.

Continue activities to advance recognition of the Fellowship qualification such as ANZCVS representation at European and American Specialist Board Meetings and involvement in the International Veterinary Speciality Working Group (IVSWG).

3.7 Board of Examiners structure, succession and pool

Evaluate and review the Board of Examiners structure, workload, communication and succession-planning.

ANZCVS Strategic Performance Measures and Key Risks

Key success measures indicating delivery of the Strategic Plan 2012-2016 include evidence of:

Strategic Performance Measures: Certification
A validated, high-quality examination delivered by trained examiners Annual examiner training Structured feedback provided to Chapters and Examiners annually Examination cost analysis undertaken Post examination analysis undertaken annually Financially stable Examination Development Fund Increased number of Fellowship candidates completing Fellowship examinations Continued annual increases in overseas-based candidates Reaccreditation policy considered
Strategic Performance Measures: Sustainability
Strong application process for Council Communication and nurturing plan for supervisors and mentors in place Financial viability assured Reserve maintained at one year's operating fund College business and administrative systems rigour College governance rigour Increased College profile All chapters functional: positive governance

Strategic Performance Measures: Member Value

Increased number of Members (10% pa, 2600 in 2016)

Science Week – improved planning and attendance maintained or increased

Increased industry interest in Science Week – 100% take-up of trade booths

Fellowship recognised as equivalent to Diplomate in US and Europe, Fellows permitted to supervise residents in US or Europe, Fellows able register as specialists in US and Europe; in up to five ANZCVS Fellowship subjects.

Web site used as primary portal to communicate with members and capture and store data

Social networking evaluated

Strong applications for College prizes and awards