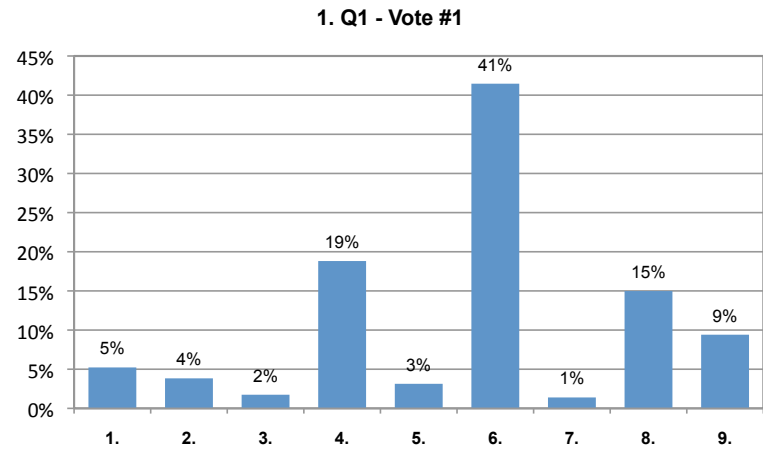


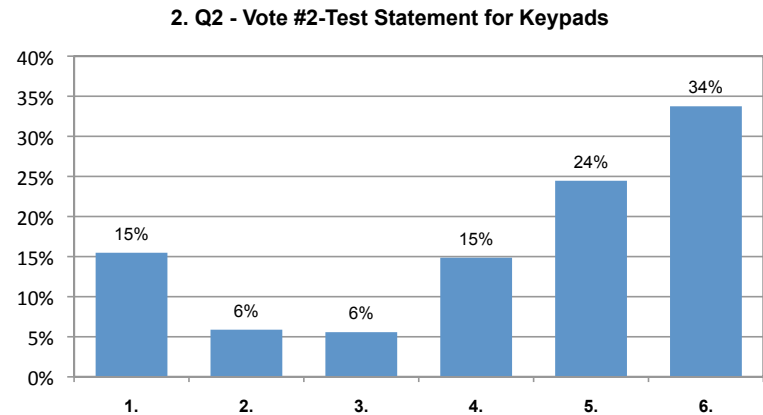
1. Q1 - Vote #1

Vote #1			
Select the category that most closely represents your role:			
1. AVMA member or other	1.	5%	15
2. AVMA staff	2.	4%	11
3. Council Committee Task Force	3.	2%	5
4. Emerging or future leader	4.	19%	54
5. Executive Board	5.	3%	9
6. House of Delegates	6.	41%	119
7. SAVMA member	7.	1%	4
8. VMA elected leader	8.	15%	43
9. VMA executive	9.	9%	27
Average/Totals		5.7	100% 287



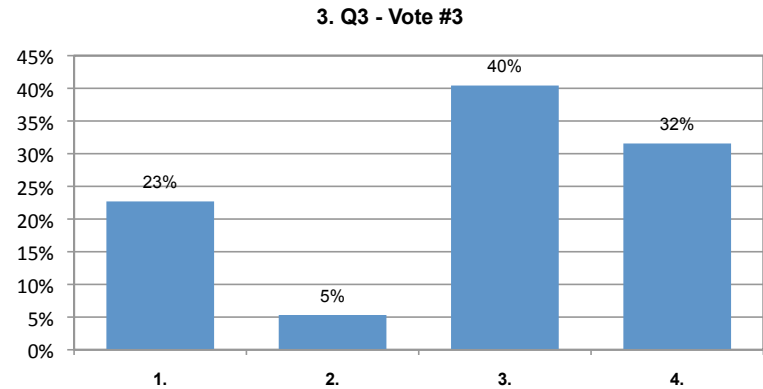
2. Q2 - Vote #2-Test Statement for Keypads

Vote #2-Test Statement for Keypads			
January weather in Chicago heightens my desire to attend the Veterinary Leadership Conference			
1. Strongly agree	1.	15%	50
2. Agree for the most part	2.	6%	19
3. Somewhat agree	3.	6%	18
4. Somewhat disagree	4.	15%	48
5. Disagree for the most part	5.	24%	79
6. Strongly disagree	6.	34%	109
Average/Totals		4.3	100% 323



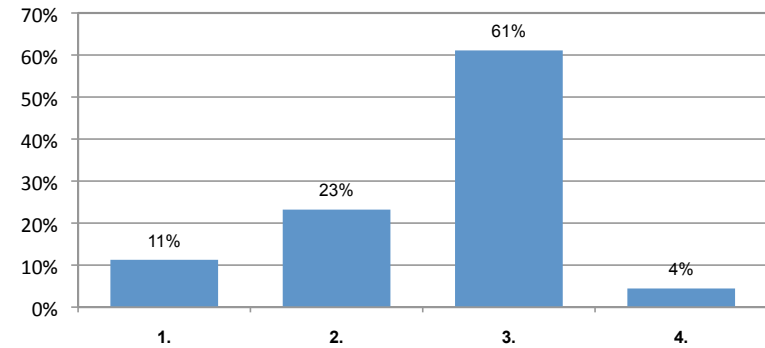
3. Q3 - Vote #3

Vote #3			
What was the overall average cost of a resolution in 2012?			
1. \$57,000	1.	23%	64
2. \$700	2.	5%	15
3. \$17,000	3.	40%	114
4. \$37,000	4.	32%	89
Average/Totals		2.8	100% 282



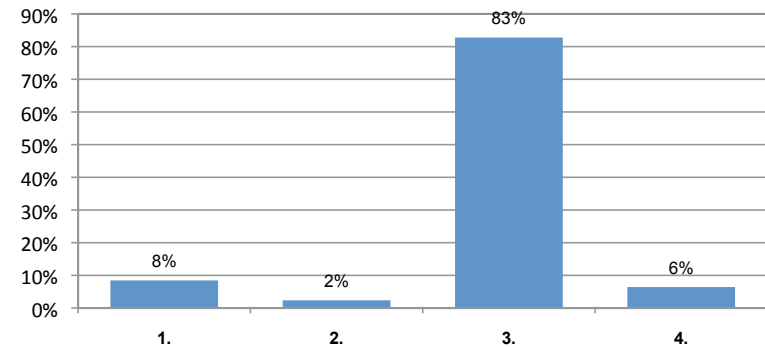
4. Q4 - Vote #4

Vote #4			
What is the policy-making body of the AVMA?			
1. Executive Board	1.	11%	33
2. House of Delegates	2.	23%	68
3. Both	3.	61%	179
4. Neither	4.	4%	13
Average/Totals		2.6	100% 293



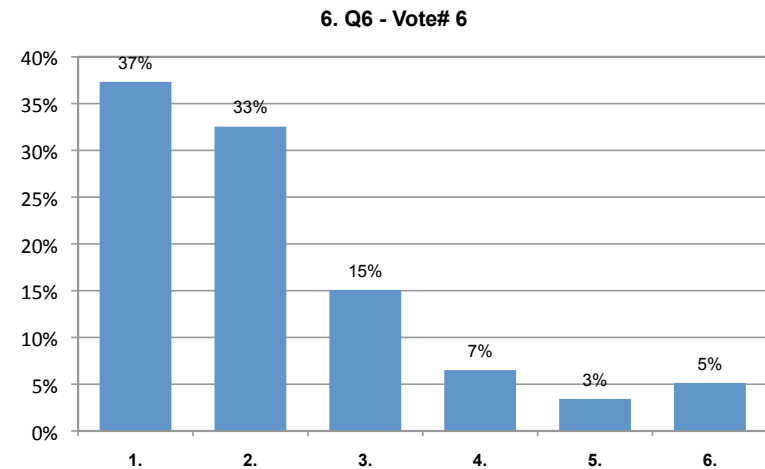
5. Q5 - Vote #5

Vote #5			
In the state of Illinois, according to the law governing non-profit organizations, how many bodies are allowed to govern the management of the organization?			
1. Two	1.	8%	25
2. Three	2.	2%	7
3. One	3.	83%	245
4. No limit	4.	6%	19
Average/Totals		2.9	100% 296



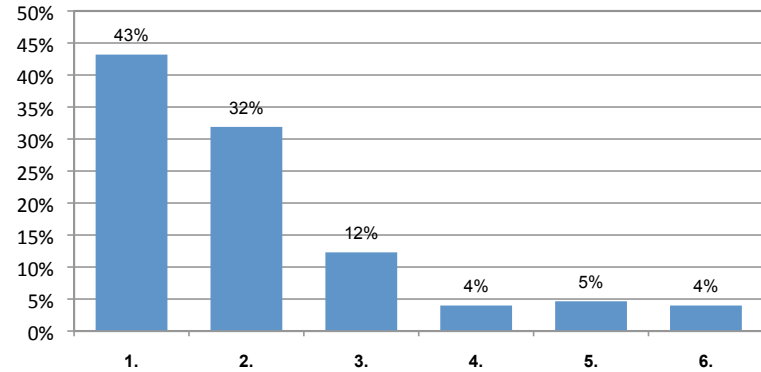
6. Q6 - Vote# 6

Vote# 6 Voting on Foundational Statements			
The most efficient and effective system of governance structure, process and culture will deliver the maximum programs, services, and benefits for members.			
1. Strongly agree	1.	37%	109
2. Agree for the most part	2.	33%	95
3. Somewhat agree	3.	15%	44
4. Somewhat disagree	4.	7%	19
5. Disagree for the most part	5.	3%	10
6. Strongly disagree	6.	5%	15
Average/Totals		2.2	100% 292



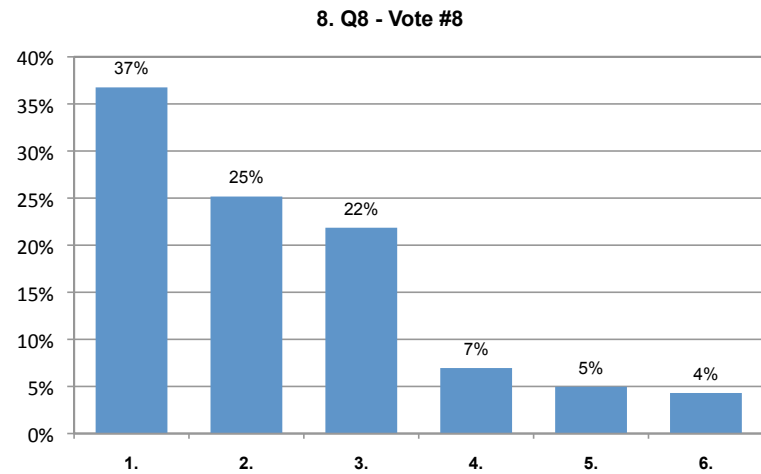
7. Q7 - Vote #7

Vote #7 Voting on Foundational Statements		
Eliminating redundancy allows resources to flow to meaningful and impactful work.		
1. Strongly agree	43%	130
2. Agree for the most part	32%	96
3. Somewhat agree	12%	37
4. Somewhat disagree	4%	12
5. Disagree for the most part	5%	14
6. Strongly disagree	4%	12
Average/Totals		2.1 100% 301



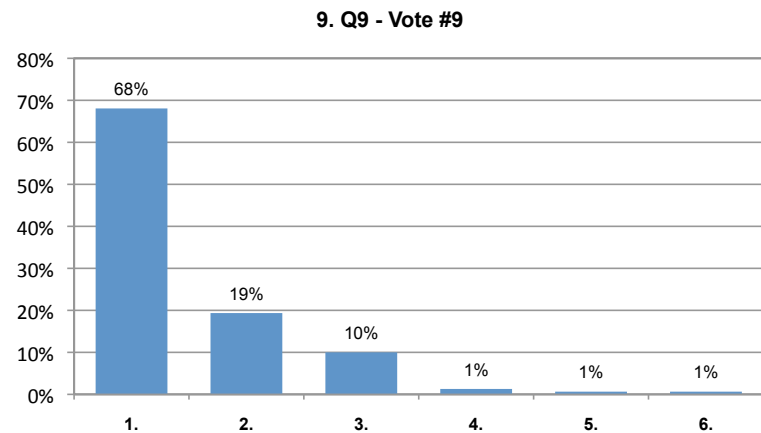
8. Q8 - Vote #8

Vote #8 Voting on Foundational Statements		
The AVMA staff has tremendous insight into the profession and its needs, and their scientific and non-scientific expertise should be utilized to the fullest.		
1. Strongly agree	37%	111
2. Agree for the most part	25%	76
3. Somewhat agree	22%	66
4. Somewhat disagree	7%	21
5. Disagree for the most part	5%	15
6. Strongly disagree	4%	13
Average/Totals		2.3 100% 302



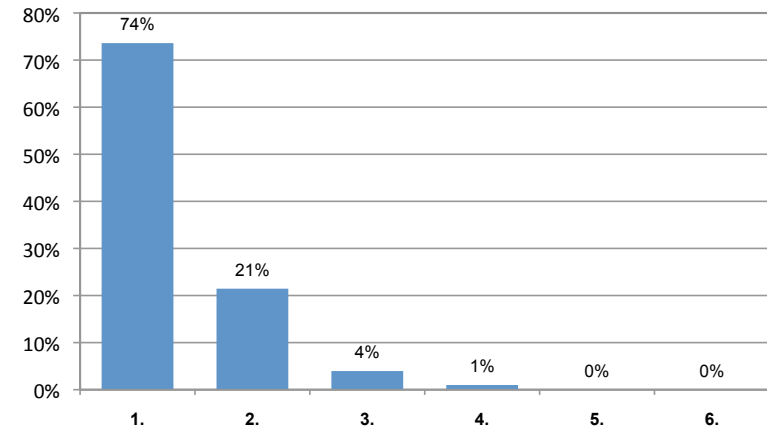
9. Q9 - Vote #9

Vote #9 Voting on Foundational Statements		
Face-to-face meetings are important for exchanging ideas, developing leaders, and fostering personal and organizational relationships.		
1. Strongly agree	68%	211
2. Agree for the most part	19%	60
3. Somewhat agree	10%	31
4. Somewhat disagree	1%	4
5. Disagree for the most part	1%	2
6. Strongly disagree	1%	2
Average/Totals		1.5 100% 310



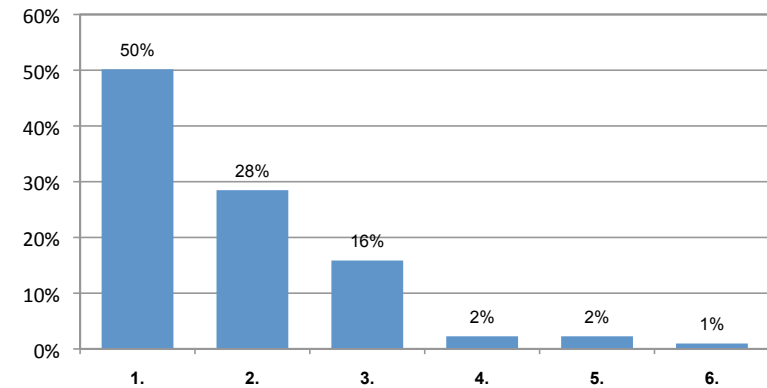
10. Q10 - Vote #10

Vote #10 Voting on Foundational Statements		
The AVMA needs to have effective channels of communication with all segments of organized veterinary medicine and other organizations with intersecting interests.		
1. Strongly agree	74%	223
2. Agree for the most part	21%	65
3. Somewhat agree	4%	12
4. Somewhat disagree	1%	3
5. Disagree for the most part	0%	0
6. Strongly disagree	0%	0
Average/Totals		1.3 100% 303



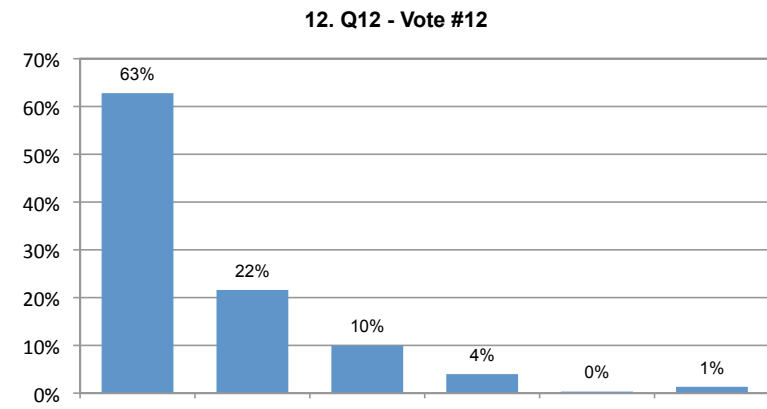
11. Q11 - Vote #11

Vote #11 Voting on Foundational Statements		
The AVMA has a need to more directly solicit, receive and utilize input from members.		
1. Strongly agree	50%	155
2. Agree for the most part	28%	88
3. Somewhat agree	16%	49
4. Somewhat disagree	2%	7
5. Disagree for the most part	2%	7
6. Strongly disagree	1%	3
Average/Totals		1.8 100% 309



12. Q12 - Vote #12

Vote #12 Voting on Foundational Statements		
The AVMA process for developing knowledge-based policy requires input from stakeholders.		
1. Strongly agree	63%	189
2. Agree for the most part	22%	65
3. Somewhat agree	10%	30
4. Somewhat disagree	4%	12
5. Disagree for the most part	0%	1
6. Strongly disagree	1%	4

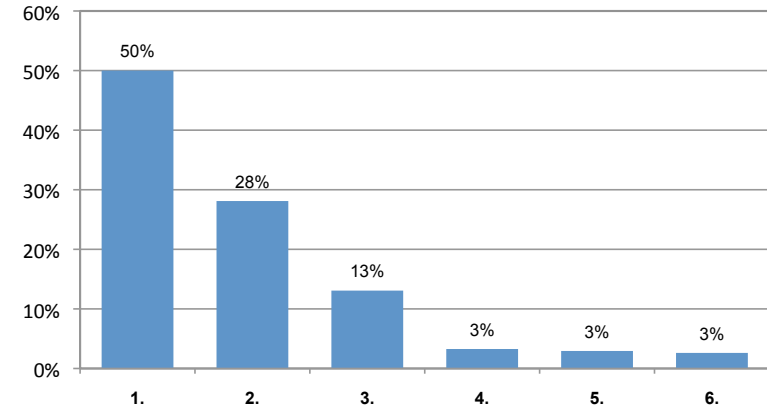


Average/Totals **1.6** **100%** **301**

1. 2. 3. 4. 5. 6. 24

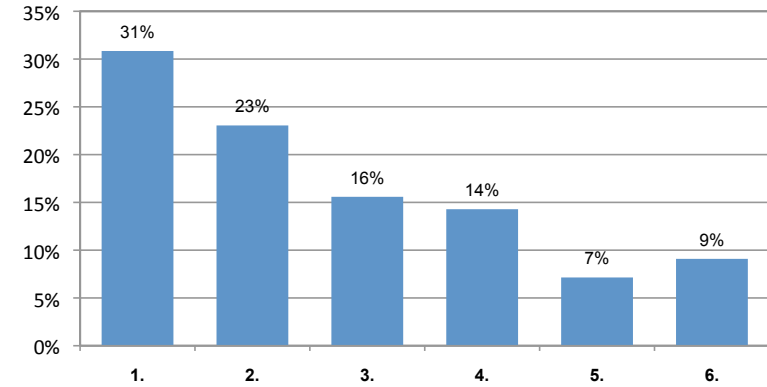
13. Q13 - Vote #13

Vote #13 Voting on Foundational Statements			
The AVMA needs a policy development process that allows the organization to respond in a timely way and take maximal advantage of opportunities.			
1. Strongly agree	1.	50%	153
2. Agree for the most part	2.	28%	86
3. Somewhat agree	3.	13%	40
4. Somewhat disagree	4.	3%	10
5. Disagree for the most part	5.	3%	9
6. Strongly disagree	6.	3%	8
Average/Totals		1.9	100% 306



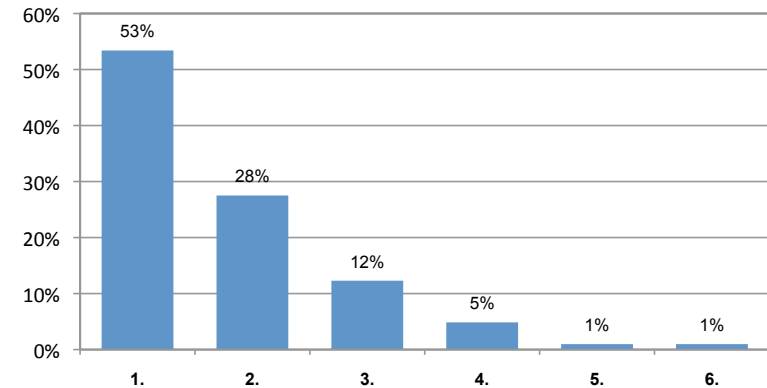
14. Q14 - Vote #14

Vote #14 Voting on Foundational Statements			
The AVMA must structure itself as a professional membership association, not a federation of associations.			
1. Strongly agree	1.	31%	95
2. Agree for the most part	2.	23%	71
3. Somewhat agree	3.	16%	48
4. Somewhat disagree	4.	14%	44
5. Disagree for the most part	5.	7%	22
6. Strongly disagree	6.	9%	28
Average/Totals		2.7	100% 308



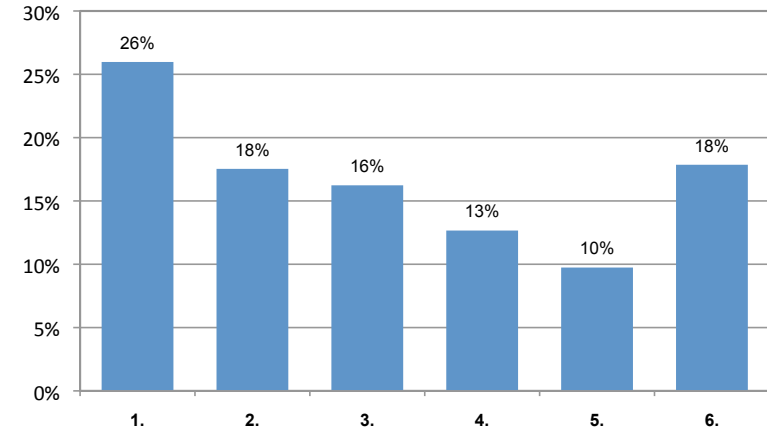
15. Q15 - Vote #15

Vote #15 Voting on Foundational Statements			
The AVMA needs a clearly defined and effective process for leadership identification, recruitment and development.			
1. Strongly agree	1.	53%	165
2. Agree for the most part	2.	28%	85
3. Somewhat agree	3.	12%	38
4. Somewhat disagree	4.	5%	15
5. Disagree for the most part	5.	1%	3
6. Strongly disagree	6.	1%	3
Average/Totals		1.8	100% 309



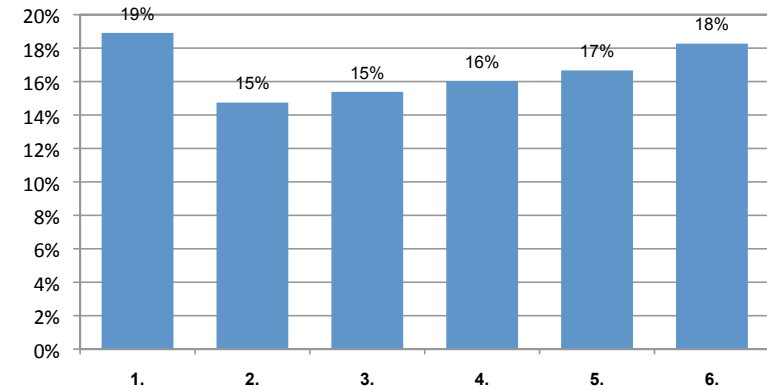
16. Q16 - Vote #16

Vote #16 Voting on Foundational Statements		
There must be only one entity with fiduciary duty including authority for bylaws, articles of incorporation, and fiscal matters – and the entity with fiduciary authority should also have policy authority.		
1. Strongly agree	1. 26%	80
2. Agree for the most part	2. 18%	54
3. Somewhat agree	3. 16%	50
4. Somewhat disagree	4. 13%	39
5. Disagree for the most part	5. 10%	30
6. Strongly disagree	6. 18%	55
Average/Totals		3.2 100% 308



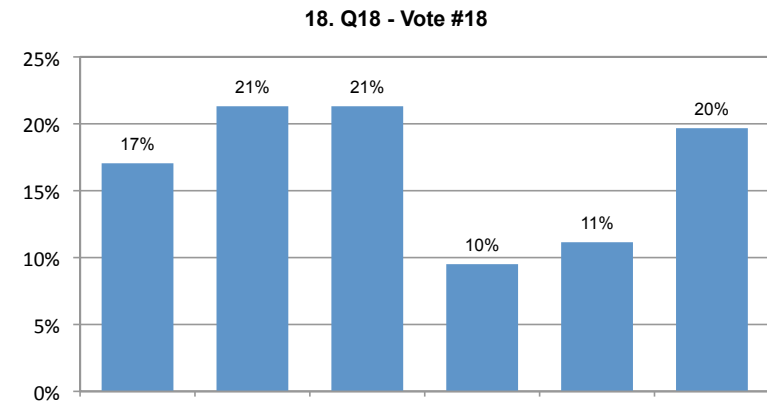
17. Q17 - Vote #17

Vote #17 Voting on Foundational Statements		
Students should be incorporated into the AVMA membership structure, with voting rights.		
1. Strongly agree	1. 19%	59
2. Agree for the most part	2. 15%	46
3. Somewhat agree	3. 15%	48
4. Somewhat disagree	4. 16%	50
5. Disagree for the most part	5. 17%	52
6. Strongly disagree	6. 18%	57
Average/Totals		3.5 100% 312



18. Q18 - Vote #18

Vote #18 Voting on Key Element A		
17 members of the Board of Directors		
1. Strongly agree	1. 17%	52
2. Agree for the most part	2. 21%	65
3. Somewhat agree	3. 21%	65
4. Somewhat disagree	4. 10%	29
5. Disagree for the most part	5. 11%	34
6. Strongly disagree	6. 20%	60

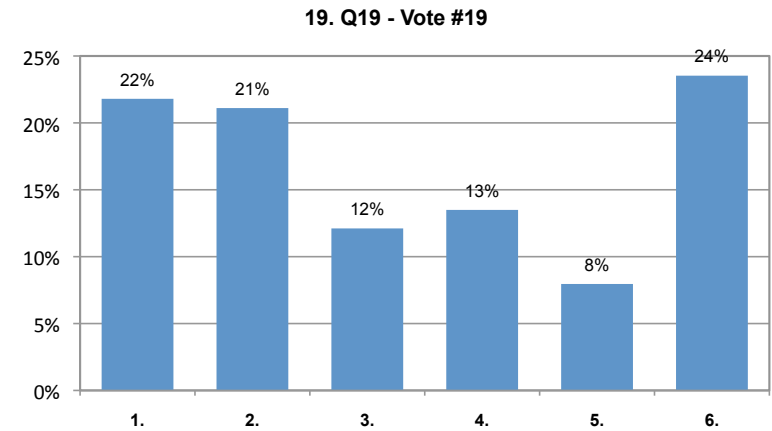


Average/Totals 3.4 100% 305

1. 2. 3. 4. 5. 6. 24

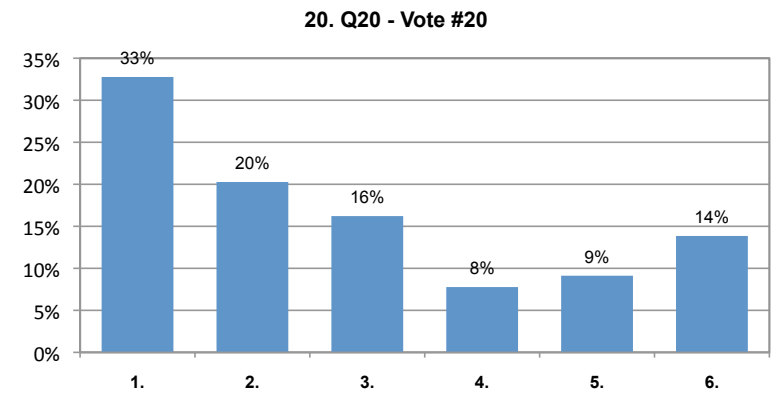
19. Q19 - Vote #19

Vote #19 Voting on Key Element A			
Eliminate the position of Vice President			
1. Strongly agree	22%	63	
2. Agree for the most part	21%	61	
3. Somewhat agree	12%	35	
4. Somewhat disagree	13%	39	
5. Disagree for the most part	8%	23	
6. Strongly disagree	24%	68	
Average/Totals		3.4	100% 289



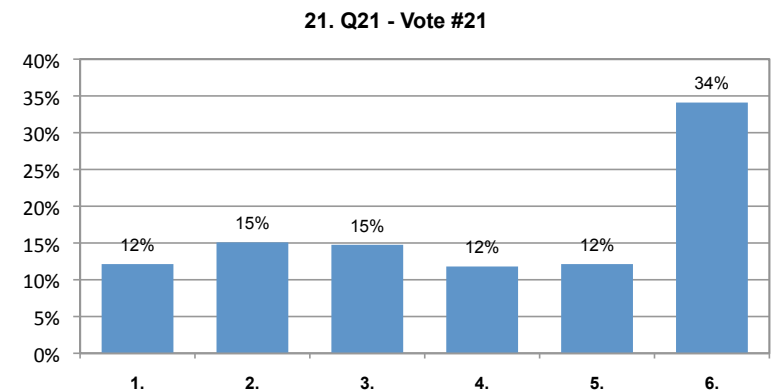
20. Q20 - Vote #20

Vote #20 Voting on Key Element A			
Direct member election of officers and directors			
1. Strongly agree	33%	97	
2. Agree for the most part	20%	60	
3. Somewhat agree	16%	48	
4. Somewhat disagree	8%	23	
5. Disagree for the most part	9%	27	
6. Strongly disagree	14%	41	
Average/Totals		2.8	100% 296



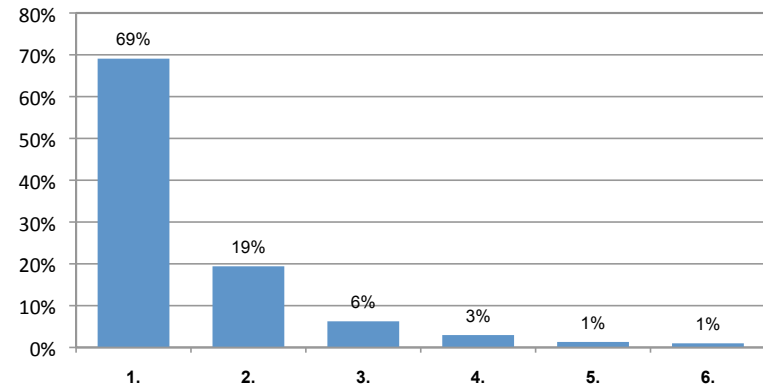
21. Q21 - Vote #21

Vote #21 Voting on Key Element A			
Eliminate geographic districts for directors			
1. Strongly agree	12%	37	
2. Agree for the most part	15%	46	
3. Somewhat agree	15%	45	
4. Somewhat disagree	12%	36	
5. Disagree for the most part	12%	37	
6. Strongly disagree	34%	104	
Average/Totals		4.0	100% 305



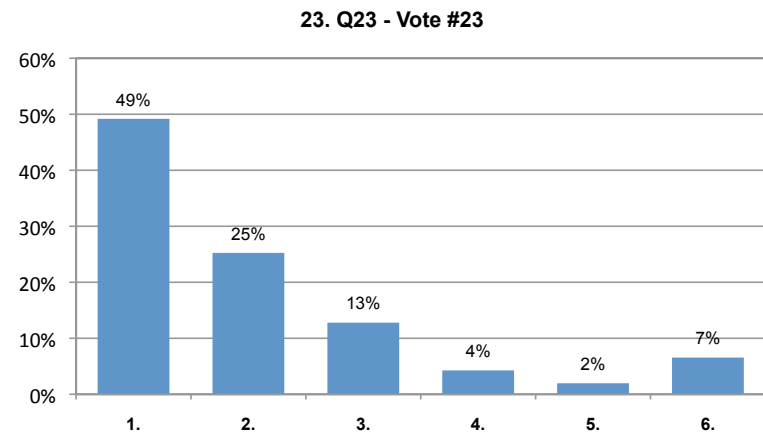
22. Q22 - Vote #22

Vote #22 Voting on Key Element A		
Equal time and opportunity for all candidates to get their message out to the membership		
1. Strongly agree	69%	210
2. Agree for the most part	19%	59
3. Somewhat agree	6%	19
4. Somewhat disagree	3%	9
5. Disagree for the most part	1%	4
6. Strongly disagree	1%	3
Average/Totals		1.5 100% 304



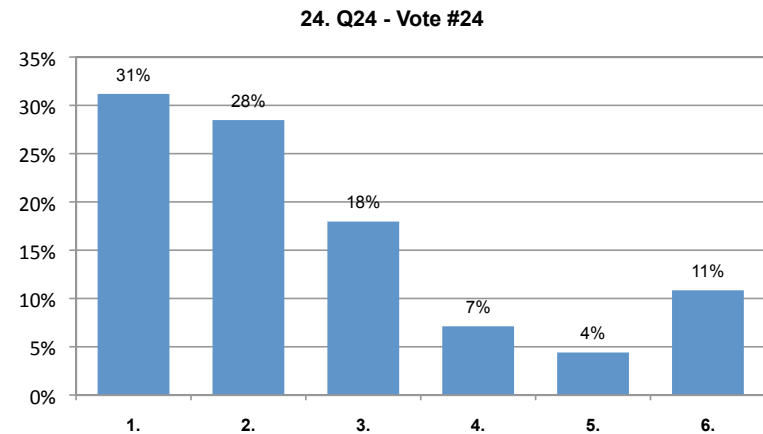
23. Q23 - Vote #23

Vote #23 Voting on Key Element A		
AVMA would conduct the election for all officers and directors using an electronic secret ballot process		
1. Strongly agree	49%	150
2. Agree for the most part	25%	77
3. Somewhat agree	13%	39
4. Somewhat disagree	4%	13
5. Disagree for the most part	2%	6
6. Strongly disagree	7%	20
Average/Totals		2.0 100% 305



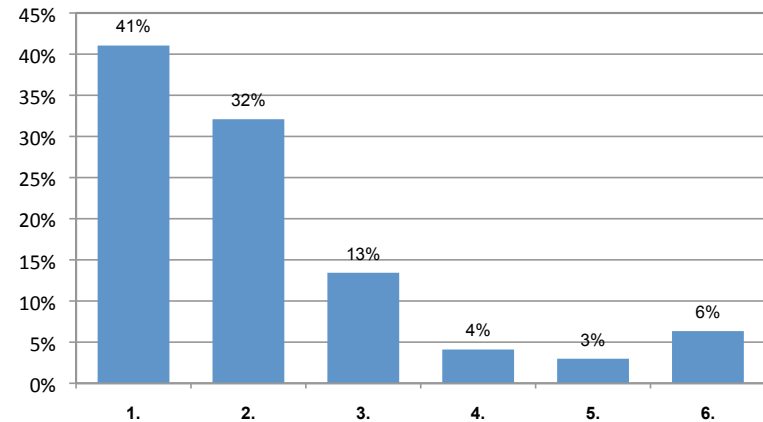
24. Q24 - Vote #24

Vote #24 Voting on Key Element A		
A centrally administered, online campaign will ensure consistency in the process, fair and open access to the ballot for all potential candidates, and election results in which all can have confidence		
1. Strongly agree	31%	92
2. Agree for the most part	28%	84
3. Somewhat agree	18%	53
4. Somewhat disagree	7%	21
5. Disagree for the most part	4%	13
6. Strongly disagree	11%	32
Average/Totals		2.6 100% 295



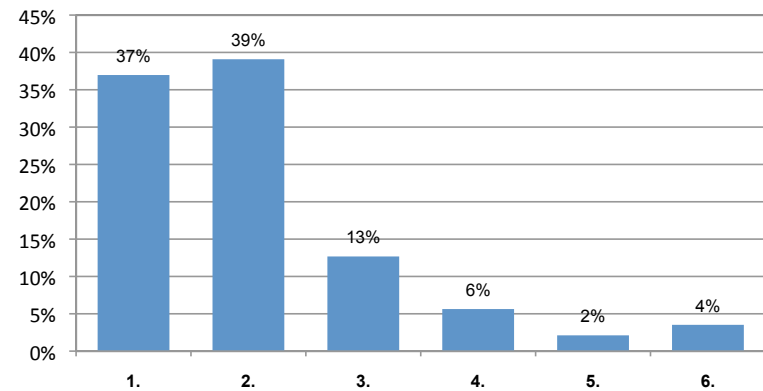
25. Q25 - Vote #25

Vote #25 Voting on Key Element B		
Advisory Councils will be formed around strategic goals initiatives such as Advocacy, Animal Welfare, Economics, Education, Membership Participation, and Research		
1. Strongly agree	41%	110
2. Agree for the most part	32%	86
3. Somewhat agree	13%	36
4. Somewhat disagree	4%	11
5. Disagree for the most part	3%	8
6. Strongly disagree	6%	17
Average/Totals	2.1	100% 268



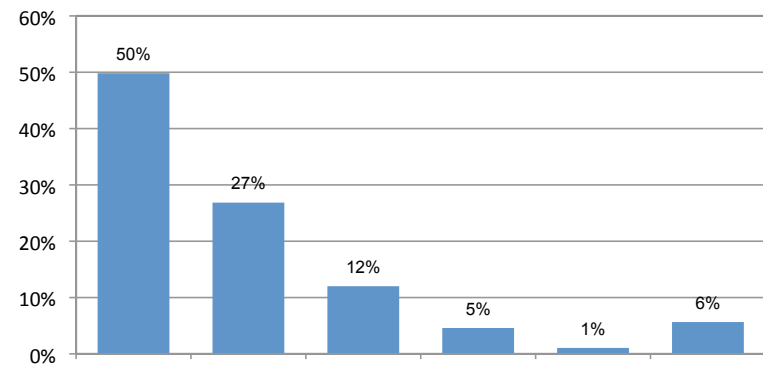
26. Q26 - Vote #26

Vote #26 Voting on Key Element B		
Councils will be made up of approximately 11-13 individuals with skills, backgrounds, and interest in those areas		
1. Strongly agree	37%	105
2. Agree for the most part	39%	111
3. Somewhat agree	13%	36
4. Somewhat disagree	6%	16
5. Disagree for the most part	2%	6
6. Strongly disagree	4%	10
Average/Totals	2.1	100% 284



27. Q27 - Vote #27

Vote #27 Voting on Key Element B		
Each Advisory Council will have a liaison from the Board of Directors and a liaison from AVMA staff		
1. Strongly agree	50%	141
2. Agree for the most part	27%	76
3. Somewhat agree	12%	34
4. Somewhat disagree	5%	13
5. Disagree for the most part	1%	3
6. Strongly disagree	6%	16

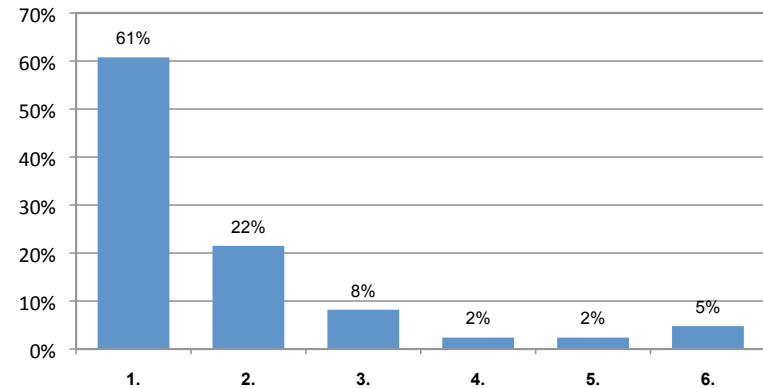


Average/Totals **2.0** **100%** **283**

1. 2. 3. 4. 5. 6. 24

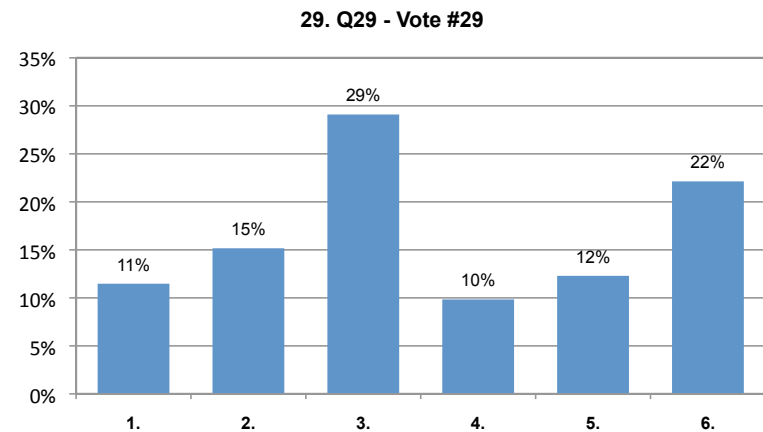
28. Q28 - Vote #28

Vote #28 Voting on Key Element B		
Councils will report back to the Board of Directors		
1. Strongly agree	1. 61%	178
2. Agree for the most part	2. 22%	63
3. Somewhat agree	3. 8%	24
4. Somewhat disagree	4. 2%	7
5. Disagree for the most part	5. 2%	7
6. Strongly disagree	6. 5%	14
Average/Totals		1.8 100% 293



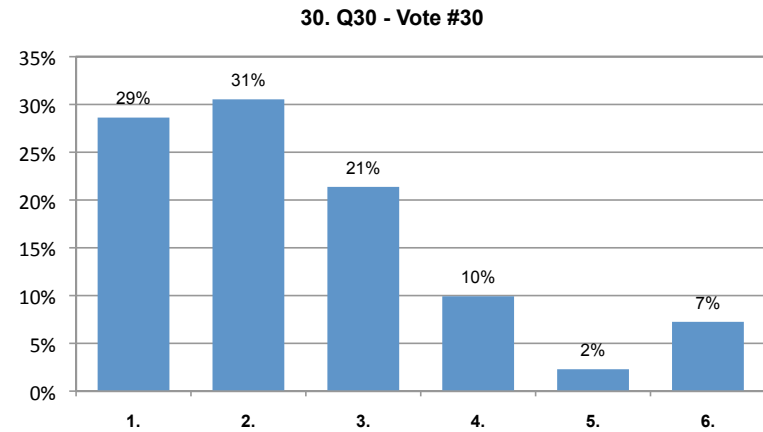
29. Q29 - Vote #29

Vote #29 Voting on Key Element B		
Advisory Council members will be selected by the Leadership Nomination Committee		
1. Strongly agree	1. 11%	28
2. Agree for the most part	2. 15%	37
3. Somewhat agree	3. 29%	71
4. Somewhat disagree	4. 10%	24
5. Disagree for the most part	5. 12%	30
6. Strongly disagree	6. 22%	54
Average/Totals		3.6 100% 244



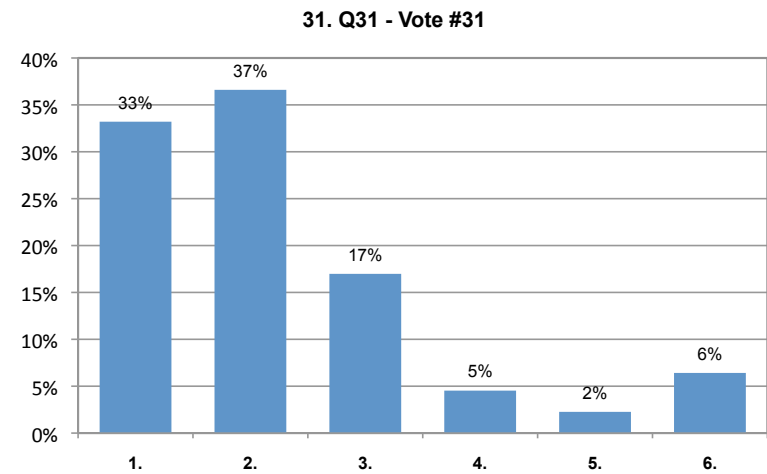
30. Q30 - Vote #30

Vote #30 Voting on Key Element B		
Advisory Councils will select members for groups helping them in achieving certain goals		
1. Strongly agree	1. 29%	75
2. Agree for the most part	2. 31%	80
3. Somewhat agree	3. 21%	56
4. Somewhat disagree	4. 10%	26
5. Disagree for the most part	5. 2%	6
6. Strongly disagree	6. 7%	19
Average/Totals		2.5 100% 262



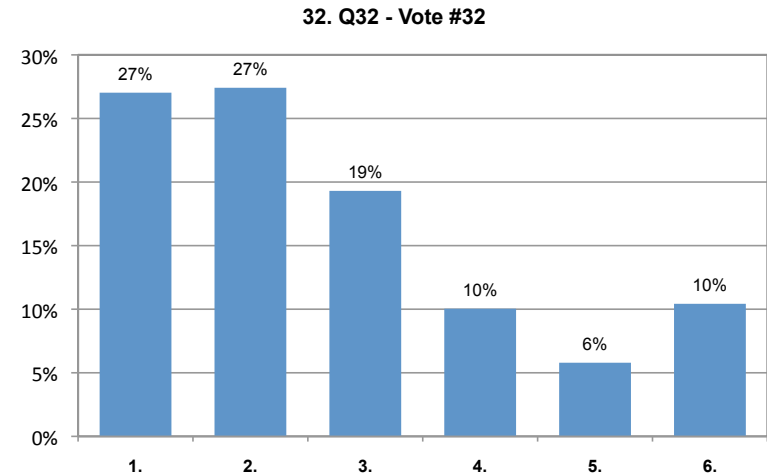
31. Q31 - Vote #31

Vote #31 Voting on Key Element B			
Advisory Council work groups will comprise structures such as sub-committees and task forces, and include input from all interested AVMA members and perhaps outside stakeholders			
1. Strongly agree	1.	33%	88
2. Agree for the most part	2.	37%	97
3. Somewhat agree	3.	17%	45
4. Somewhat disagree	4.	5%	12
5. Disagree for the most part	5.	2%	6
6. Strongly disagree	6.	6%	17
Average/Totals		2.3	100% 265



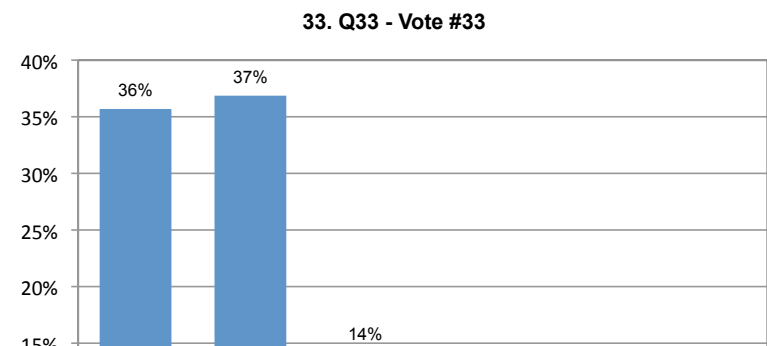
32. Q32 - Vote #32

Vote #32 Voting on Key Element B			
Advisory Councils will meet in person together annually to coordinate their work and provide an opportunity to perform certain ceremonial duties that are presently addressed through HOD meetings			
1. Strongly agree	1.	27%	70
2. Agree for the most part	2.	27%	71
3. Somewhat agree	3.	19%	50
4. Somewhat disagree	4.	10%	26
5. Disagree for the most part	5.	6%	15
6. Strongly disagree	6.	10%	27
Average/Totals		2.7	100% 259

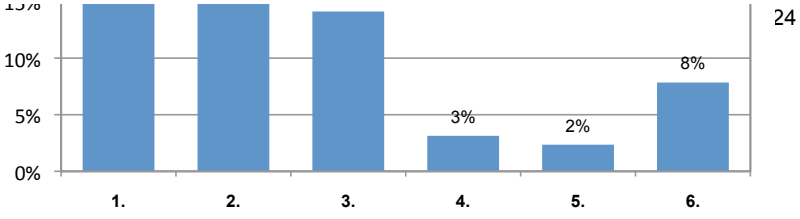


33. Q33 - Vote #33

Vote #33 Voting on Key Element B			
New system goals are to engage our membership and attract new members, continue to gather environmental scanning input on an ongoing basis, groom new future leaders and harness the knowledge and experience of existing ones, help forge alliances with other animal health and welfare groups, and, above all, drive forward AVMA's strategic goals			
1. Strongly agree	1.	36%	91
2. Agree for the most part	2.	37%	94
3. Somewhat agree	3.	14%	36
4. Somewhat disagree	4.	3%	8
5. Disagree for the most part	5.	2%	6

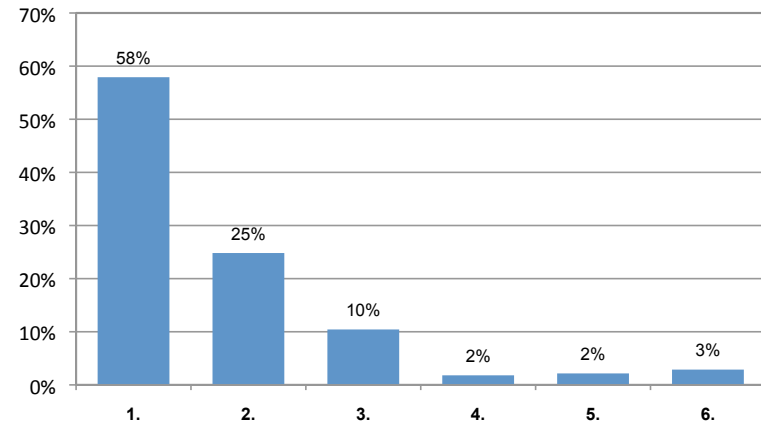


1. Strongly agree	
2. Agree for the most part	
3. Somewhat agree	
4. Somewhat disagree	
5. Disagree for the most part	
6. Strongly disagree	
Average/Totals	2.2 100% 255 6. 8% 20



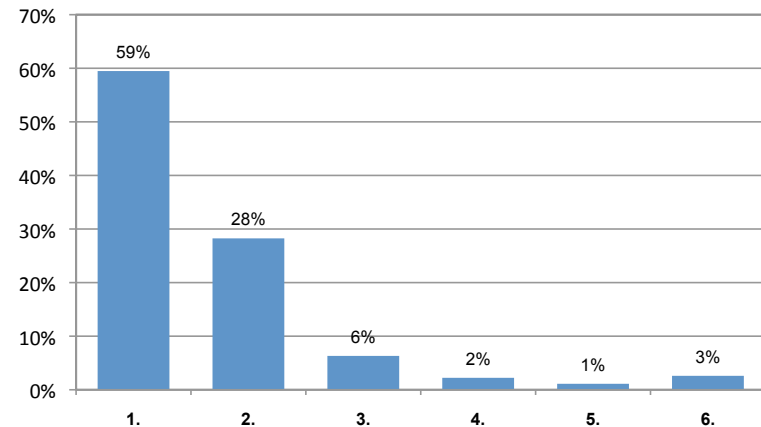
34. Q34 - Vote #34

Vote #34 Voting on Key Element C			
AVMA will need to have the capacity and leadership to take on the critical role of facilitator and convener of diverse groups to facilitate dialog, resolve conflicts, and address a wide variety of issues			
1. Strongly agree	58%	161	
2. Agree for the most part	25%	69	
3. Somewhat agree	10%	29	
4. Somewhat disagree	2%	5	
5. Disagree for the most part	2%	6	
6. Strongly disagree			8
Average/Totals		1.7	100% 278



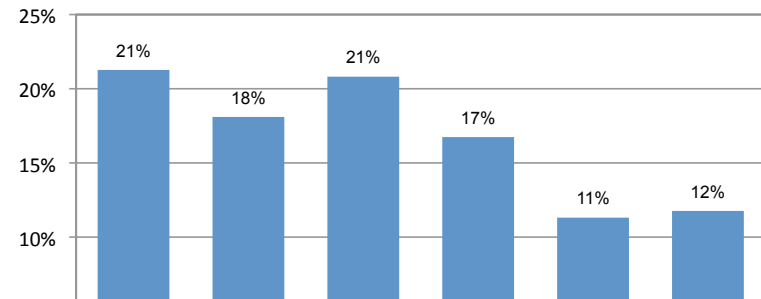
35. Q35 - Vote #35

Vote #35 Voting on Key Element C			
The people nominated for leadership positions must possess the required experience and expertise to meet the needs for the specific positions being filled. The second requirement is legitimacy. There must be a representative distribution of power among groups.			
1. Strongly agree	59%	160	
2. Agree for the most part	28%	76	
3. Somewhat agree	6%	17	
4. Somewhat disagree	2%	6	
5. Disagree for the most part	1%	3	
6. Strongly disagree			7
Average/Totals		1.7	100% 269



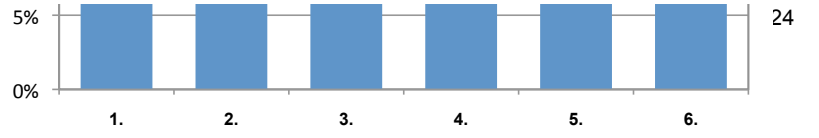
36. Q36 - Vote #36

Vote #36 Voting on Key Element C			
The various AVMA entities are divided into "camps" or "factions" such as public health, animal welfare, research, producer groups, and others, rather than groups with diverse professional perspectives			
1. Strongly agree	21%	47	
2. Agree for the most part	18%	40	
3. Somewhat agree	21%	46	
4. Somewhat disagree	17%	37	
5. Disagree for the most part	11%	25	



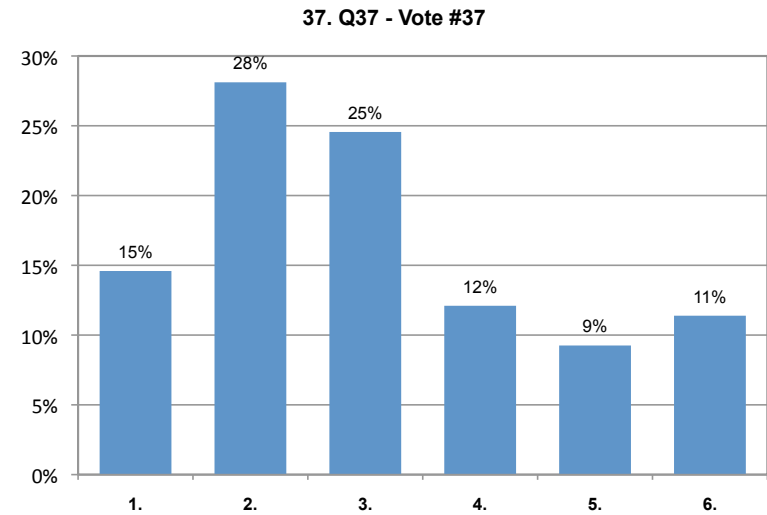
3. Somewhat agree			
4. Somewhat disagree			
5. Disagree for the most part			
6. Strongly disagree			
Average/Totals	3.1	100%	221

6. 12% 26



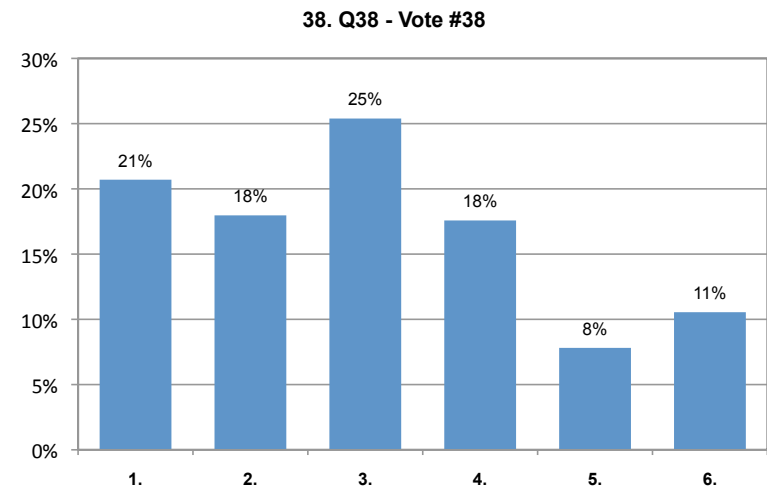
37. Q37 - Vote #37

Vote #37 Voting on Key Element C		
Our new governance model will allow for a variety of professional perspectives to be mingled together in single entities, which will allow for more efficient and effective policy-making and a more nimble responsiveness		
1. Strongly agree	1. 15%	41
2. Agree for the most part	2. 28%	79
3. Somewhat agree	3. 25%	69
4. Somewhat disagree	4. 12%	34
5. Disagree for the most part	5. 9%	26
6. Strongly disagree	6. 11%	32
Average/Totals	3.1	100% 281



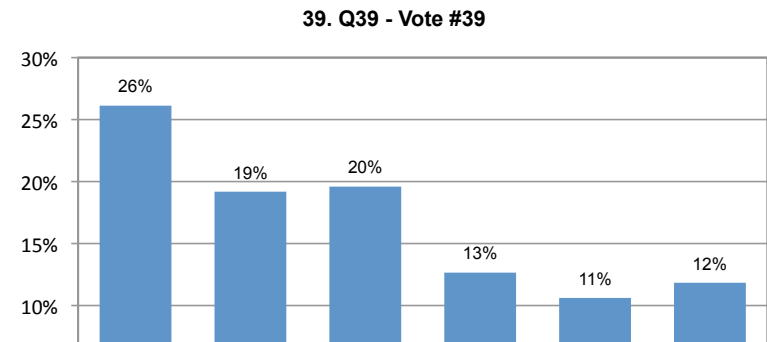
38. Q38 - Vote #38

Vote #38 Voting on Key Element C		
Appointing committees based on balancing special interests may lead to the protection of those interests and not to the common good of the AVMA, or the profession as a whole		
1. Strongly agree	1. 21%	53
2. Agree for the most part	2. 18%	46
3. Somewhat agree	3. 25%	65
4. Somewhat disagree	4. 18%	45
5. Disagree for the most part	5. 8%	20
6. Strongly disagree	6. 11%	27
Average/Totals	3.1	100% 256

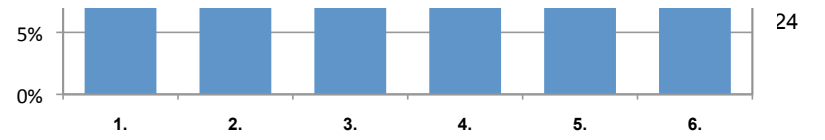


39. Q39 - Vote #39

Vote #39 Voting on Key Element C		
The governance process is leading to a significant disconnect between those who serve and those choosing not to get involved in the current organizational hierarchy		
1. Strongly agree	1. 26%	64
2. Agree for the most part	2. 19%	47
	3. 20%	48
	4. 13%	31
	5. 11%	26

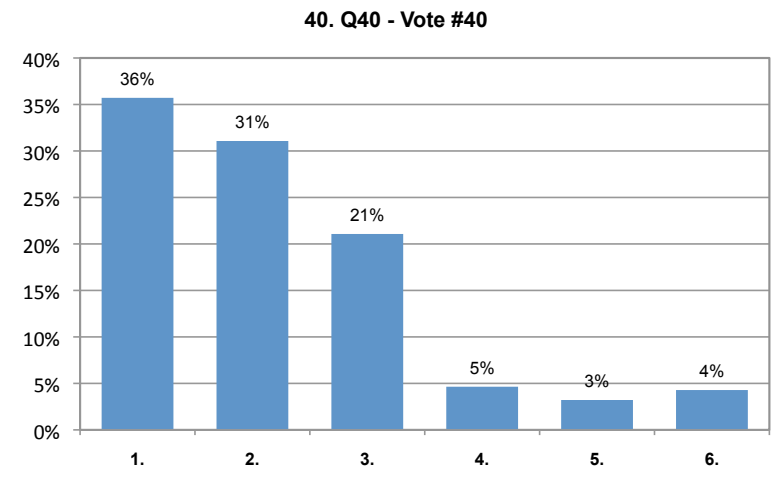


3. Somewhat agree			
4. Somewhat disagree			
5. Disagree for the most part			
6. Strongly disagree			
Average/Totals	6.	12%	29
	3.0	100%	245



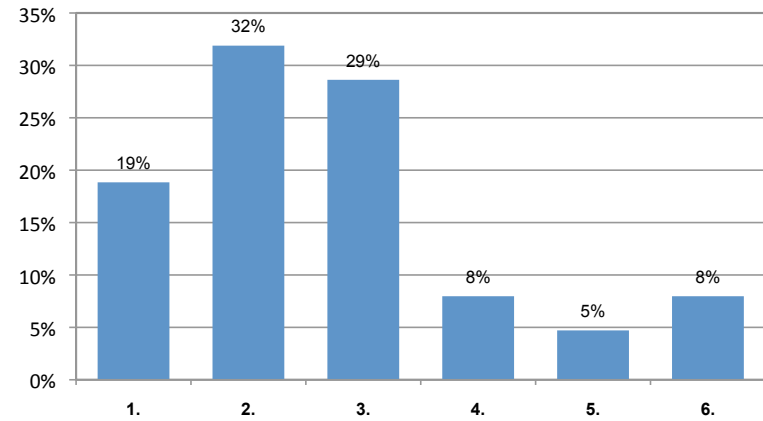
40. Q40 - Vote #40

Vote #40 Voting on Key Element C		
When filling roles within the AVMA, the LNC should actively consider how to incorporate or engage members who reflect the changing demographics of the profession		
1. Strongly agree	36%	100
2. Agree for the most part	31%	87
3. Somewhat agree	21%	59
4. Somewhat disagree	5%	13
5. Disagree for the most part	3%	9
6. Strongly disagree	4%	12
Average/Totals	2.2	100% 280



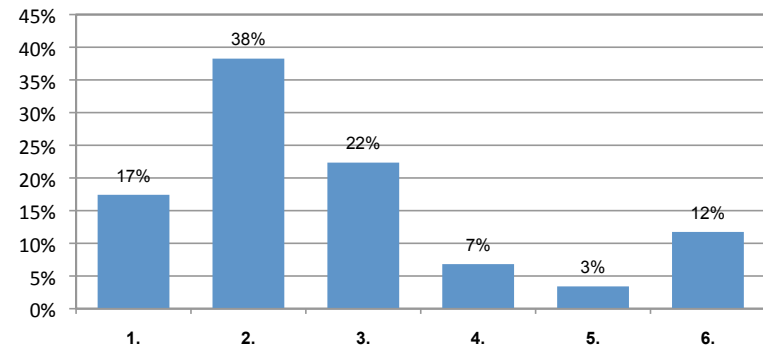
41. Q41 - Vote #41

Vote #41 Voting on Key Element C		
Composition of the LNC is still to be determined, but at this time, we believe that 11 members plus a non-voting chair is a good place to start		
1. Strongly agree	19%	52
2. Agree for the most part	32%	88
3. Somewhat agree	29%	79
4. Somewhat disagree	8%	22
5. Disagree for the most part	5%	13
6. Strongly disagree	8%	22
Average/Totals		2.7 100% 276



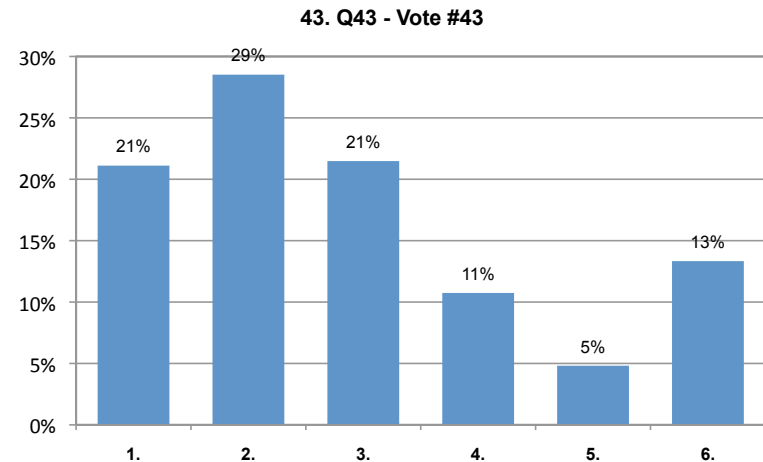
42. Q42 - Vote #42

Vote #42 Voting on Key Element C		
The LNC will propose a slate of nominees as positions become available, and it may also be involved in overall leadership development		
1. Strongly agree	17%	46
2. Agree for the most part	38%	101
3. Somewhat agree	22%	59
4. Somewhat disagree	7%	18
5. Disagree for the most part	3%	9
6. Strongly disagree	12%	31
Average/Totals		2.8 100% 264



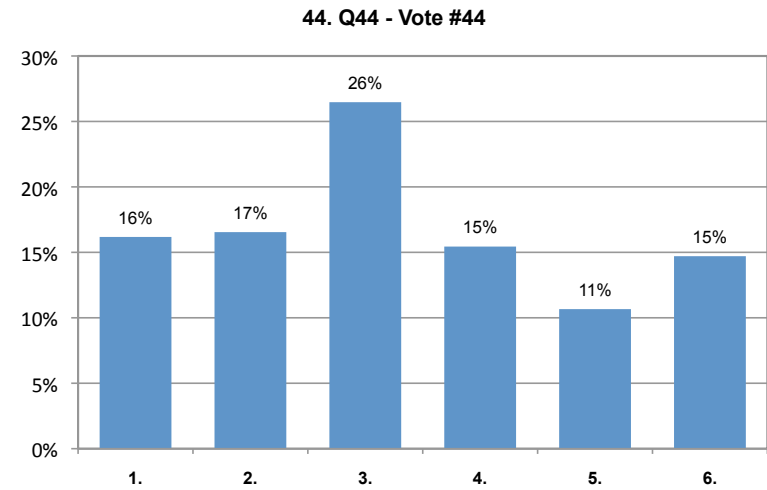
43. Q43 - Vote #43

Vote #43 Voting on Key Element C		
The positions for all advisory bodies will be appointed and the positions for all decision-making bodies will be elected by the general membership		
1. Strongly agree	21%	57
2. Agree for the most part	29%	77
3. Somewhat agree	21%	58
4. Somewhat disagree	11%	29
5. Disagree for the most part	5%	13
6. Strongly disagree	13%	36
Average/Totals		2.9 100% 270



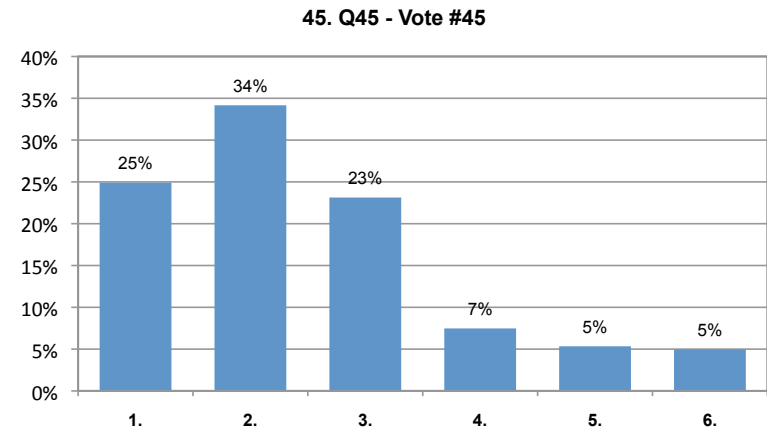
44. Q44 - Vote #44

Vote #44 Voting on Key Element C		
LNC will need to move away from the idea of a constituency-based board, and even from a competency-based board, and instead consider the idea of balanced skill sets	1. 16%	44
	2. 17%	45
	3. 26%	72
	4. 15%	42
	5. 11%	29
1. Strongly agree		
2. Agree for the most part		
3. Somewhat agree		
4. Somewhat disagree		
5. Disagree for the most part		
6. Strongly disagree		
	6. 15%	40
Average/Totals		3.3 100% 272



45. Q45 - Vote #45

Vote #45 Voting on Key Element C		
Each member of a group comes with his or her own skill sets, and these need to balance the other skills already present in the entity	1. 25%	70
	2. 34%	96
	3. 23%	65
	4. 7%	21
	5. 5%	15
1. Strongly agree		
2. Agree for the most part		
3. Somewhat agree		
4. Somewhat disagree		
5. Disagree for the most part		
6. Strongly disagree		
	6. 5%	14
Average/Totals		2.5 100% 281



46. Q46 - Vote #46

46. Q46 - Vote #46

Vote #46 Voting on Key Element C
 There are certain attributes that the LNC will take into consideration as it considers nominees for various leadership positions. These include:
 The ability to think strategically and analytically and to effectively communicate thoughts and the reasons for them
 Possession of earned respect of other key stakeholder group members
 The ability to work well with others as a member of a collaborative group with group decision-making authority
 An earned reputation for emotional maturity, personal integrity, and honesty
 A familiarity with the body of knowledge related to both the process for which the group is responsible as well as the substantive content of the subject area within which decisions and choices will have to be made

- 1. Strongly agree
- 2. Agree for the most part
- 3. Somewhat agree
- 4. Somewhat disagree
- 5. Disagree for the most part
- 6. Strongly disagree

1.	47%	123
2.	27%	71
3.	13%	33
4.	3%	7
5.	3%	8
6.	7%	17

Average/Totals **2.1** **100%** **259**

