

Voting on Introductory Statements																						
			AVMA member or other	AVMA Staff			Council Committee Task Force	Emerging or future leader	Executive Board	House of Delegates	SAVMA Member	VMA elected leader	VMA executive									
Vote #1 Select the category that most closely represents your role																						
1. AVMA member or other	1.	5%	15	100%	15	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0			
2. AVMA staff	2.	4%	11	0%	0	100%	11	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0			
3. Council Committee Task Force	3.	2%	5	0%	0	0%	0	100%	5	0%	0	0%	0	0%	0	0%	0	0%	0			
4. Emerging or future leader	4.	19%	54	0%	0	0%	0	100%	54	0%	0	0%	0	0%	0	0%	0	0%	0			
5. Executive Board	5.	3%	9	0%	0	0%	0	0%	0	100%	9	0%	0	0%	0	0%	0	0%	0			
6. House of Delegates	6.	41%	119	0%	0	0%	0	0%	0	0%	100%	119	0%	0	0%	0	0%	0	0			
7. SAVMA member	7.	1%	4	0%	0	0%	0	0%	0	0%	0	100%	4	0%	0	0%	0	0%	0			
8. VMA elected leader	8.	15%	43	0%	0	0%	0	0%	0	0%	0	0%	100%	43	0%	0	0%	0	0			
9. VMA executive	9.	9%	27	0%	0	0%	0	0%	0	0%	0	0%	0	100%	27	0%	0	0%	0			
Average/Totals		5.7	100%	287	100%	15	100%	11	100%	5	100%	54	100%	9	100%	119	100%	4	100%	43	100%	27
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	13%	2	9%	1	0%	0	17%	9	33%	3	18%	22	0%	0	7%	3	11%	3	
2. Agree for the most part	2.	6%	19	0%	0	9%	1	20%	1	13%	7	0%	0	7%	8	33%	1	0%	0	0%	0	
3. Somewhat agree	3.	6%	18	7%	1	18%	2	0%	0	4%	2	44%	4	5%	6	0%	0	2%	1	0%	0	
4. Somewhat disagree	4.	15%	48	27%	4	9%	1	0%	0	15%	8	0%	0	13%	15	0%	0	19%	8	15%	4	
5. Disagree for the most part	5.	24%	79	20%	3	18%	2	20%	1	33%	18	0%	0	18%	22	33%	1	29%	12	30%	8	
6. Strongly disagree	6.	34%	109	33%	5	36%	4	60%	3	19%	10	22%	2	39%	46	33%	1	43%	18	44%	12	
Average/Totals		4.3	100%	323	100%	15	100%	11	100%	5	100%	54	100%	9	100%	119	100%	3	100%	42	100%	27
Vote #3 What was the overall average cost of a resolution in 2012?																						
1. \$57,000	1.	23%	64	36%	5	40%	4	25%	1	16%	7	38%	3	27%	27	0%	0	11%	4	20%	5	
2. \$700	2.	5%	15	7%	1	0%	0	0%	0	4%	2	13%	1	8%	8	0%	0	3%	1	8%	2	
3. \$17,000	3.	40%	114	36%	5	10%	1	0%	0	40%	18	25%	2	37%	37	75%	3	53%	20	48%	12	
4. \$37,000	4.	32%	89	21%	3	50%	5	75%	3	40%	18	25%	2	29%	29	25%	1	34%	13	24%	6	
Average/Totals		2.8	100%	282	100%	14	100%	10	100%	4	100%	45	100%	8	100%	101	100%	4	100%	38	100%	25
Vote #4 What is the policy-making body of the AVMA?																						
1. Executive Board	1.	11%	33	25%	3	0%	0	20%	1	6%	3	0%	0	7%	8	0%	0	19%	7	20%	5	
2. House of Delegates	2.	23%	68	33%	4	10%	1	20%	1	21%	10	13%	1	25%	28	50%	2	25%	9	32%	8	
3. Both	3.	61%	179	33%	4	90%	9	60%	3	63%	30	88%	7	65%	73	25%	1	56%	20	44%	11	
4. Neither	4.	4%	13	8%	1	0%	0	0%	0	10%	5	0%	0	4%	4	25%	1	0%	0	4%	1	
Average/Totals		2.6	100%	293	100%	12	100%	10	100%	5	100%	48	100%	8	100%	113	100%	4	100%	36	100%	25
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	15%	2	0%	0	20%	1	16%	8	0%	0	5%	6	0%	0	11%	4	7%	2	
2. Three	2.	2%	7	8%	1	0%	0	20%	1	4%	2	0%	0	1%	1	0%	0	3%	1	0%	0	
3. One	3.	83%	245	77%	10	90%	9	60%	3	71%	35	100%	9	87%	97	100%	2	81%	30	93%	25	
4. No limit	4.	6%	19	0%	0	10%	1	0%	0	8%	4	0%	0	7%	8	0%	0	5%	2	0%	0	
Average/Totals		2.9	100%	296	100%	13	100%	10	100%	5	100%	49	100%	9	100%	112	100%	2	100%	37	100%	27

Voting on Foundational Statements																						
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Vote #6 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	31%	4	75%	6	60%	3	40%	19	44%	4	27%	29	100%	4	37%	14	46%	12	
2. Agree for the most part	2.	33%	95	38%	5	13%	1	20%	1	33%	16	0%	0	36%	38	0%	0	37%	14	35%	9	
3. Somewhat agree	3.	15%	44	15%	2	0%	0	20%	1	8%	4	22%	2	17%	18	0%	0	18%	7	15%	4	
4. Somewhat disagree	4.	7%	19	0%	0	13%	1	0%	0	10%	5	11%	1	10%	11	0%	0	3%	1	0%	0	
5. Disagree for the most part	5.	3%	10	8%	1	0%	0	0%	0	0%	0	0%	0	5%	5	0%	0	3%	1	4%	1	
6. Strongly disagree	6.	5%	15	8%	1	0%	0	0%	0	8%	4	22%	2	6%	6	0%	0	3%	1	0%	0	
Average/Totals		2.2	100%	292	100%	13	100%	8	100%	5	100%	48	100%	9	100%	107	100%	4	100%	38	100%	26
Vote #7 Eliminating redundancy allows resources to flow to meaningful and impactful work.																						
1. Strongly agree	1.	43%	130	50%	7	78%	7	60%	3	56%	25	22%	2	31%	35	50%	2	39%	16	54%	14	
2. Agree for the most part	2.	32%	96	14%	2	11%	1	40%	2	29%	13	44%	4	34%	39	25%	1	46%	19	27%	7	
3. Somewhat agree	3.	12%	37	29%	4	0%	0	0%	0	4%	2	22%	2	16%	18	25%	1	10%	4	12%	3	
4. Somewhat disagree	4.	4%	12	0%	0	0%	0	0%	0	4%	2	0%	0	6%	7	0%	0	2%	1	4%	1	
5. Disagree for the most part	5.	5%	14	0%	0	11%	1	0%	0	2%	1	0%	0	7%	8	0%	0	0%	0	4%	1	
6. Strongly disagree	6.	4%	12	7%	1	0%	0	0%	0	4%	2	11%	1	6%	7	0%	0	2%	1	0%	0	
Average/Totals		2.1	100%	301	100%	14	100%	9	100%	5	100%	45	100%	9	100%	114	100%	4	100%	41	100%	26
Vote #8 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	1.	37%	111	43%	6	90%	9	80%	4	20%	9	22%	2	34%	39	50%	2	31%	12	35%	9	
2. Agree for the most part	2.	25%	76	29%	4	10%	1	0%	0	31%	14	78%	7	24%	27	25%	1	23%	9	27%	7	
3. Somewhat agree	3.	22%	66	7%	1	0%	0	20%	1	33%	15	0%	0	23%	26	0%	0	28%	11	27%	7	
4. Somewhat disagree	4.	7%	21	0%	0	0%	0	0%	0	9%	4	0%	0	9%	10	0%	0	8%	3	4%	1	
5. Disagree for the most part	5.	5%	15	14%	2	0%	0	0%	0	4%	2	0%	0	5%	6	25%	1	5%	2	0%	0	
6. Strongly disagree	6.	4%	13	7%	1	0%	0	0%	0	2%	1	0%	0	5%	6	0%	0	5%	2	0%	2	
Average/Totals		2.3	100%	302	100%	14	100%	10	100%	5	100%	45	100%	9	100%	114	100%	4	100%	39	100%	26
Vote #9 Face-to-face meetings are important for exchanging ideas, developing leaders, and fostering personal and organizational relationships.																						
1. Strongly agree	1.	68%	211	43%	6	50%	5	40%	2	57%	28	89%	8	78%	91	75%	3	63%	26	62%	16	
2. Agree for the most part	2.	19%	60	36%	5	10%	1	60%	3	27%	13	11%	1	16%	19	0%	0	20%	8	19%	5	
3. Somewhat agree	3.	10%	31	21%	3	20%	2	0%	0	12%	6	0%	0	5%	6	0%	0	17%	7	12%	3	
4. Somewhat disagree	4.	1%	4	0%	0	10%	1	0%	0	2%	1	0%	0	0%	0	25%	1	0%	0	4%	1	
5. Disagree for the most part	5.	1%	2	0%	0	10%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	4%	1	
6. Strongly disagree	6.	1%	2	0%	0	0%	0	0%	0	2%	1	0%	0	0%	0	0%	0	0%	0	0%	0	
Average/Totals		1.5	100%	310	100%	14	100%	10	100%	5	100%	49	100%	9	100%	116	100%	4	100%	41	100%	26
Vote #10 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	1.	74%	223	92%	12	89%	8	100%	5	70%	32	89%	8	72%	84	50%	2	73%	29	63%	15	
2. Agree for the most part	2.	21%	65	8%	1	0%	0	0%	0	24%	11	11%	1	23%	27	50%	2	20%	8	38%	9	
3. Somewhat agree	3.	4%	12	0%	0	11%	1	0%	0	4%	2	0%	0	3%	4	0%	0	8%	3	0%	0	
4. Somewhat disagree	4.	1%	3	0%	0	0%	0	0%	0	2%	1	0%	0	2%	2	0%	0	0%	0	0%	0	
5. Disagree for the most part	5.	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	
6. Strongly disagree	6.	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	
Average/Totals		1.3	100%	303	100%	13	100%	9	100%	5	100%	46	100%	9	100%	117	100%	4	100%	40	100%	24
Vote #11 The AVMA has a need to more directly solicit, receive and utilize input from members.																						
1. Strongly agree	1.	50%	155	86%	12	60%	6	50%	2	57%	28	56%	5	41%	48	50%	2	54%	22	52%	13	
2. Agree for the most part	2.	28%	88	7%	1	20%	2	50%	2	22%	11	33%	3	32%	38	50%	2	32%	13	24%	6	
3. Somewhat agree	3.	16%	49	7%	1	20%	2	0%	0	14%	7	11%	1	19%	22	0%	0	10%	4	20%	5	
4. Somewhat disagree	4.	2%	7	0%	0	0%	0	0%	0	2%	1	0%	0	3%	3	0%	0	2%	1	4%	1	
5. Disagree for the most part	5.	2%	7	0%	0	0%	0	0%	0	4%	2	0%	0	3%	4	0%	0	2%	1	0%	0	
6. Strongly disagree	6.	1%	3	0%	0	0%	0	0%	0	0%	0	0%	0	2%	2	0%	0	0%	0	0%	0	
Average/Totals		1.8	100%	309	100%	14	100%	10	100%	4	100%	49	100%	9	100%	117	100%	4	100%	41	100%	25
Vote #12 The AVMA process for developing knowledge-based policy requires input from stakeholders.																						
1. Strongly agree	1.	63%	189	69%	9	80%	8	80%	4	42%	18	89%	8	64%	74	67%	2	65%	26	60%	15	
2. Agree for the most part	2.	22%	65	23%	3	10%	1	20%	1	23%	10	11%	1	24%	28	33%	1	20%	8	20%	5	
3. Somewhat agree	3.	10%	30	0%	0	0%	0	0%	0	16%	7	0%	0	9%	11	0%	0	13%	5	12%	3	
4. Somewhat disagree	4.	4%	12	0%	0	10%	1	0%	0	12%	5	0%	0	2%	2	0%	0	3%	1	8%	2	
5. Disagree for the most part	5.	0%	1	0%	0	0%	0	0%	0	2%	1	0%	0	0%	0	0%	0	0%	0	0%	0	
6. Strongly disagree	6.	1%	4	8%	1	0%	0	0%	0	5%	2	0%	0	1%	1	0%	0	0%	0	0%	0	
Average/Totals		1.6	100%	301	100%	13	100%	10	100%	5	100%	43	100%	9	100%	116	100%	3	100%	40	100%	25

Voting on Foundational Statements																								
Statement				AVMA member or other	AVMA Staff	Council Committee	Task Force	Emerging or future leader	Executive Board	House of Delegates	SAVMA Member	VMA elected leader	VMA executive											
Vote #13 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	43%	6	90%	9	75%	3	54%	25	78%	7	39%	46	50%	2	54%	21	56%	14			
2. Agree for the most part	2.	28%	86	43%	6	10%	1	25%	1	24%	11	11%	1	31%	37	25%	1	31%	12	20%	5			
3. Somewhat agree	3.	13%	40	0%	0	0%	0	0%	0	15%	7	11%	1	18%	21	0%	0	13%	5	12%	3			
4. Somewhat disagree	4.	3%	10	0%	0	0%	0	0%	0	4%	2	0%	0	5%	6	25%	1	0%	0	4%	1			
5. Disagree for the most part	5.	3%	9	0%	0	0%	0	0%	0	0%	0	0%	0	3%	3	0%	0	3%	1	8%	2			
6. Strongly disagree	6.	3%	8	14%	2	0%	0	0%	0	2%	1	0%	0	4%	5	0%	0	0%	0	0%	0			
Average/Totals	1.9	100%	306	100%	14	100%	10	100%	4	100%	46	100%	9	100%	118	100%	4	100%	39	100%	25			
Vote #14 The AVMA must structure itself as a professional membership association, not a federation of associations.																								
1. Strongly agree	1.	31%	95	54%	7	60%	6	40%	2	31%	15	33%	3	25%	29	25%	1	31%	12	27%	7			
2. Agree for the most part	2.	23%	71	31%	4	20%	2	40%	2	29%	14	11%	1	19%	23	50%	2	31%	12	27%	7			
3. Somewhat agree	3.	16%	48	8%	1	0%	0	20%	1	10%	5	11%	1	16%	19	25%	1	18%	7	19%	5			
4. Somewhat disagree	4.	14%	44	0%	0	10%	1	0%	0	12%	6	44%	4	19%	22	0%	0	13%	5	12%	3			
5. Disagree for the most part	5.	7%	22	0%	0	0%	0	0%	0	4%	2	0%	0	11%	13	0%	0	3%	1	8%	2			
6. Strongly disagree	6.	9%	28	8%	1	10%	1	0%	0	14%	7	0%	0	10%	12	0%	0	5%	2	8%	2			
Average/Totals	2.7	100%	308	100%	13	100%	10	100%	5	100%	49	100%	9	100%	118	100%	4	100%	39	100%	26			
Vote #15 The AVMA needs a clearly defined and effective process for leadership identification, recruitment and development.																								
1. Strongly agree	1.	53%	165	62%	8	90%	9	75%	3	50%	24	44%	4	50%	59	50%	2	50%	20	52%	13			
2. Agree for the most part	2.	28%	85	15%	2	10%	1	25%	1	33%	16	22%	2	28%	33	25%	1	28%	11	36%	9			
3. Somewhat agree	3.	12%	38	15%	2	0%	0	10%	0	10%	5	11%	1	14%	17	25%	1	18%	7	8%	2			
4. Somewhat disagree	4.	5%	15	8%	1	0%	0	0%	0	4%	2	11%	1	5%	6	0%	0	5%	2	4%	1			
5. Disagree for the most part	5.	1%	3	0%	0	0%	0	0%	0	2%	1	11%	1	1%	1	0%	0	0%	0	0%	0			
6. Strongly disagree	6.	1%	3	0%	0	0%	0	0%	0	0%	0	0%	0	3%	3	0%	0	0%	0	0%	0			
Average/Totals	1.8	100%	309	100%	13	100%	10	100%	4	100%	48	100%	9	100%	119	100%	4	100%	40	100%	25			
Vote #16 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	46%	6	80%	8	50%	2	20%	10	67%	6	14%	17	25%	1	28%	11	46%	12			
2. Agree for the most part	2.	18%	54	15%	2	10%	1	50%	2	18%	9	22%	2	12%	14	25%	1	18%	7	23%	6			
3. Somewhat agree	3.	16%	50	15%	2	10%	1	0%	0	18%	9	11%	1	16%	19	25%	1	26%	10	12%	3			
4. Somewhat disagree	4.	13%	39	15%	2	0%	0	0%	0	12%	6	0%	0	20%	24	0%	0	8%	3	4%	1			
5. Disagree for the most part	5.	10%	30	0%	0	0%	0	0%	0	14%	7	0%	0	14%	16	0%	0	8%	3	8%	2			
6. Strongly disagree	6.	18%	55	8%	1	0%	0	0%	0	16%	8	0%	0	24%	28	25%	1	13%	5	8%	2			
Average/Totals	3.2	100%	308	100%	13	100%	10	100%	4	100%	49	100%	9	100%	118	100%	4	100%	39	100%	26			
Vote #17 Students should be incorporated into the AVMA membership structure, with voting rights.																								
1. Strongly agree	1.	19%	59	29%	4	0%	0	20%	1	21%	10	22%	2	13%	15	50%	2	24%	10	27%	7			
2. Agree for the most part	2.	15%	46	7%	1	0%	0	40%	2	25%	12	11%	1	12%	14	25%	1	12%	5	15%	4			
3. Somewhat agree	3.	15%	48	21%	3	40%	4	20%	1	17%	8	0%	0	14%	17	0%	0	15%	6	19%	5			
4. Somewhat disagree	4.	16%	50	14%	2	20%	2	20%	1	6%	3	11%	1	15%	18	25%	1	27%	11	27%	7			
5. Disagree for the most part	5.	17%	52	14%	2	30%	3	0%	0	21%	10	22%	2	16%	19	0%	0	15%	6	8%	2			
6. Strongly disagree	6.	18%	57	14%	2	10%	1	0%	0	10%	5	33%	3	30%	35	0%	0	7%	3	4%	1			
Average/Totals	3.5	100%	312	100%	14	100%	10	100%	5	100%	48	100%	9	100%	118	100%	4	100%	41	100%	26			

Key Element A-Board of Directors																						
			AVMA member or other	AVMA Staff	Council Committee Task Force	Emerging or future leader	Executive Board	House of Delegates	SAVMA Member	VMA elected leader	VMA executive											
Vote #18 17 members of the Board of Directors																						
1. Strongly agree	1.	17%	52	25%	3	45%	5	25%	1	15%	7	11%	1	9%	10	25%	1	23%	9	30%	7	
2. Agree for the most part	2.	21%	65	25%	3	36%	4	0%	0	17%	8	44%	4	20%	23	25%	1	20%	8	35%	8	
3. Somewhat agree	3.	21%	65	25%	3	9%	1	25%	1	26%	12	11%	1	18%	21	0%	0	33%	13	22%	5	
4. Somewhat disagree	4.	10%	29	8%	1	0%	0	25%	1	9%	4	11%	1	13%	15	0%	0	8%	3	0%	0	
5. Disagree for the most part	5.	11%	34	8%	1	9%	1	25%	1	17%	8	0%	0	13%	15	25%	1	8%	3	0%	0	
6. Strongly disagree	6.	20%	60	8%	1	0%	0	0%	0	17%	8	22%	2	28%	33	25%	1	10%	4	13%	3	
Average/Totals		3.4	100%	305	100%	12	100%	11	100%	4	100%	47	100%	9	100%	117	100%	4	100%	40	100%	23
Vote #19 Eliminate the position of Vice President																						
1. Strongly agree	1.	22%	63	30%	3	50%	5	25%	1	26%	11	0%	0	20%	22	0%	0	28%	11	21%	5	
2. Agree for the most part	2.	21%	61	0%	0	10%	1	0%	0	23%	10	22%	2	19%	21	25%	1	28%	11	33%	8	
3. Somewhat agree	3.	12%	35	20%	2	20%	2	0%	0	16%	7	0%	0	7%	8	50%	2	15%	6	13%	3	
4. Somewhat disagree	4.	13%	39	20%	2	10%	1	0%	0	14%	6	0%	0	14%	15	25%	1	23%	9	8%	2	
5. Disagree for the most part	5.	8%	23	10%	1	10%	1	25%	1	12%	5	11%	1	7%	8	0%	0	3%	1	4%	1	
6. Strongly disagree	6.	24%	68	20%	2	0%	0	50%	2	9%	4	67%	6	33%	36	0%	0	3%	1	21%	5	
Average/Totals		3.4	100%	289	100%	10	100%	10	100%	4	100%	43	100%	9	100%	110	100%	4	100%	39	100%	24
Vote #20 Direct member election of officers and directors																						
1. Strongly agree	1.	33%	97	38%	5	82%	9	50%	2	40%	17	22%	2	20%	23	75%	3	39%	15	32%	8	
2. Agree for the most part	2.	20%	60	23%	3	18%	2	0%	0	16%	7	0%	0	18%	20	0%	0	32%	12	32%	8	
3. Somewhat agree	3.	16%	48	15%	2	0%	0	25%	1	16%	7	11%	1	23%	26	25%	1	13%	5	4%	1	
4. Somewhat disagree	4.	8%	23	0%	0	0%	0	0%	0	16%	7	22%	2	6%	7	0%	0	3%	1	12%	3	
5. Disagree for the most part	5.	9%	27	8%	1	0%	0	25%	1	12%	5	11%	1	11%	13	0%	0	5%	2	8%	2	
6. Strongly disagree	6.	14%	41	15%	2	0%	0	0%	0	0%	0	33%	3	22%	25	0%	0	8%	3	12%	3	
Average/Totals		2.8	100%	296	100%	13	100%	11	100%	4	100%	43	100%	9	100%	114	100%	4	100%	38	100%	25
Vote #21 Eliminate geographic districts for directors																						
1. Strongly agree	1.	12%	37	31%	4	27%	3	25%	1	4%	2	11%	1	8%	10	25%	1	8%	3	25%	6	
2. Agree for the most part	2.	15%	46	8%	1	45%	5	25%	1	16%	7	0%	0	9%	11	25%	1	18%	7	25%	6	
3. Somewhat agree	3.	15%	45	31%	4	18%	2	0%	0	13%	6	11%	1	15%	18	0%	0	20%	8	13%	3	
4. Somewhat disagree	4.	12%	36	8%	1	0%	0	20%	9	11%	1	14%	17	25%	1	10%	4	10%	4	4%	1	
5. Disagree for the most part	5.	12%	37	8%	1	0%	0	0%	0	13%	6	22%	2	14%	17	0%	0	18%	7	4%	1	
6. Strongly disagree	6.	34%	104	15%	2	9%	1	50%	2	33%	15	44%	4	38%	45	25%	1	28%	11	29%	7	
Average/Totals		4.0	100%	305	100%	13	100%	11	100%	4	100%	45	100%	9	100%	118	100%	4	100%	40	100%	24
Vote #22 Equal time and opportunity for all candidates to get their message out to the membership																						
1. Strongly agree	1.	69%	210	85%	11	100%	11	50%	2	67%	30	44%	4	69%	81	75%	3	54%	21	72%	18	
2. Agree for the most part	2.	19%	59	8%	1	0%	0	25%	1	20%	9	33%	3	18%	21	0%	0	33%	13	20%	5	
3. Somewhat agree	3.	6%	19	8%	1	0%	0	25%	1	2%	1	22%	2	7%	8	0%	0	10%	4	4%	1	
4. Somewhat disagree	4.	3%	9	0%	0	0%	0	0%	0	4%	2	0%	0	3%	4	25%	1	3%	1	4%	1	
5. Disagree for the most part	5.	1%	4	0%	0	0%	0	0%	0	4%	2	0%	0	2%	2	0%	0	0%	0	0%	0	
6. Strongly disagree	6.	1%	3	0%	0	0%	0	0%	0	2%	1	0%	0	1%	1	0%	0	0%	0	0%	0	
Average/Totals		1.5	100%	304	100%	13	100%	11	100%	4	100%	45	100%	9	100%	117	100%	4	100%	39	100%	25
Vote #23 AVMA would conduct the election for all officers and directors using an electronic secret ballot process																						
1. Strongly agree	1.	49%	150	67%	8	73%	8	50%	2	60%	28	44%	4	35%	41	50%	2	63%	26	54%	13	
2. Agree for the most part	2.	25%	77	17%	2	27%	3	25%	1	26%	12	0%	0	29%	34	25%	1	27%	11	21%	5	
3. Somewhat agree	3.	13%	39	8%	1	0%	0	25%	1	11%	5	22%	2	18%	21	0%	0	5%	2	17%	4	
4. Somewhat disagree	4.	4%	13	0%	0	0%	0	0%	0	2%	1	11%	1	5%	6	25%	1	2%	1	0%	0	
5. Disagree for the most part	5.	2%	6	0%	0	0%	0	0%	0	0%	0	0%	0	3%	3	0%	0	2%	1	0%	0	
6. Strongly disagree	6.	7%	20	8%	1	0%	0	0%	0	2%	1	22%	2	10%	12	0%	0	0%	0	8%	2	
Average/Totals		2.0	100%	305	100%	12	100%	11	100%	4	100%	47	100%	9	100%	117	100%	4	100%	41	100%	24
Vote #24 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	1.	31%	92	62%	8	55%	6	25%	1	34%	15	38%	3	18%	20	25%	1	21%	8	43%	10	
2. Agree for the most part	2.	28%	84	8%	1	36%	4	0%	0	30%	13	13%	1	30%	34	25%	1	49%	19	26%	6	
3. Somewhat agree	3.	18%	53	15%	2	9%	1	0%	0	16%	7	25%	2	20%	22	25%	1	21%	8	22%	5	
4. Somewhat disagree	4.	7%	21	8%	1	0%	0	25%	1	11%	5	0%	0	9%	10	25%	1	5%	2	4%	1	
5. Disagree for the most part	5.	4%	13	0%	0	0%	0	25%	1	5%	2	13%	1	6%	7	0%	0	3%	1	0%	0	
6. Strongly disagree	6.	11%	32	8%	1	0%	0	25%	1	5%	2	13%	1	17%	19	0%	0	3%	1	4%	1	
Average/Totals		2.6	100%	295	100%	13	100%	11	100%	4	100%	44	100%	8	100%	112	100%	4	100%	39	100%	23

Key Element B-Advisory Councils																						
				AVMA member or other	AVMA Staff		Council Committee Task Force	Emerging or future leader	Executive Board	House of Delegates	SAVMA Member	VMA elected leader	VMA executive									
Vote #25 Advisory Councils will be formed around strategic goals initiatives such as Advocacy, Animal Welfare, Economics, Education, Membership Participation, and Research																						
1. Strongly agree	1.	41%	110	50%	6	67%	4	75%	3	51%	20	33%	3	25%	27	50%	2	53%	18	45%	10	
2. Agree for the most part	2.	32%	86	17%	2	0%	0	25%	1	31%	12	44%	4	36%	39	25%	1	35%	12	41%	9	
3. Somewhat agree	3.	13%	36	17%	2	17%	1	0%	0	8%	3	0%	0	24%	26	0%	0	6%	2	0%	0	
4. Somewhat disagree	4.	4%	11	0%	0	0%	0	0%	0	5%	2	0%	0	3%	3	25%	1	0%	0	5%	1	
5. Disagree for the most part	5.	3%	8	8%	1	0%	0	0%	0	0%	0	0%	0	5%	5	0%	0	0%	0	5%	1	
6. Strongly disagree	6.	6%	17	8%	1	17%	1	0%	0	5%	2	22%	2	7%	7	0%	0	6%	2	5%	1	
Average/Totals		2.1	100%	268	100%	12	100%	6	100%	4	100%	39	100%	9	100%	107	100%	4	100%	34	100%	22
Vote #26 Councils will be made up of approximately 11-13 individuals with skills, backgrounds, and interest in those areas																						
1. Strongly agree	1.	37%	105	55%	6	60%	3	75%	3	35%	16	50%	4	32%	36	50%	2	51%	18	25%	6	
2. Agree for the most part	2.	39%	111	27%	3	40%	2	25%	1	39%	18	25%	2	41%	47	25%	1	37%	13	58%	14	
3. Somewhat agree	3.	13%	36	9%	1	0%	0	0%	0	11%	5	13%	1	14%	16	25%	1	9%	3	8%	2	
4. Somewhat disagree	4.	6%	16	9%	1	0%	0	0%	0	7%	3	0%	0	4%	5	0%	0	3%	1	8%	2	
5. Disagree for the most part	5.	2%	6	0%	0	0%	0	0%	0	7%	3	0%	0	3%	3	0%	0	0%	0	0%	0	
6. Strongly disagree	6.	4%	10	0%	0	0%	0	0%	0	2%	1	13%	1	6%	7	0%	0	0%	0	0%	0	
Average/Totals		2.1	100%	284	100%	11	100%	5	100%	4	100%	46	100%	8	100%	114	100%	4	100%	35	100%	24
Vote #27 Each Advisory Council will have a liaison from the Board of Directors and a liaison from AVMA staff																						
1. Strongly agree	1.	50%	141	60%	6	100%	5	50%	1	30%	14	67%	6	50%	57	67%	2	50%	19	54%	13	
2. Agree for the most part	2.	27%	76	20%	2	0%	0	50%	1	26%	12	11%	1	32%	37	0%	0	18%	7	38%	9	
3. Somewhat agree	3.	12%	34	20%	2	0%	0	0%	0	26%	12	11%	1	6%	7	0%	0	18%	7	4%	1	
4. Somewhat disagree	4.	5%	13	0%	0	0%	0	0%	0	11%	5	0%	0	3%	3	0%	0	5%	2	4%	1	
5. Disagree for the most part	5.	1%	3	0%	0	0%	0	0%	0	0%	0	0%	0	2%	2	33%	1	0%	0	0%	0	
6. Strongly disagree	6.	6%	16	0%	0	0%	0	0%	0	7%	3	11%	1	7%	8	0%	0	8%	3	0%	0	
Average/Totals		2.0	100%	283	100%	10	100%	5	100%	2	100%	46	100%	9	100%	114	100%	3	100%	38	100%	24
Vote #28 Councils will report back to the Board of Directors																						
1. Strongly agree	1.	61%	178	83%	10	83%	5	100%	4	51%	23	100%	9	53%	61	100%	4	67%	26	54%	13	
2. Agree for the most part	2.	22%	63	0%	0	17%	1	0%	0	29%	13	0%	0	23%	26	0%	0	21%	8	33%	8	
3. Somewhat agree	3.	8%	24	17%	2	0%	0	0%	0	9%	4	0%	0	11%	13	0%	0	8%	3	4%	1	
4. Somewhat disagree	4.	2%	7	0%	0	0%	0	0%	0	4%	2	0%	0	4%	5	0%	0	0%	0	0%	0	
5. Disagree for the most part	5.	2%	7	0%	0	0%	0	0%	0	4%	2	0%	0	2%	2	0%	0	0%	0	0%	0	
6. Strongly disagree	6.	5%	14	0%	0	0%	0	0%	0	2%	1	0%	0	7%	8	0%	0	5%	2	8%	2	
Average/Totals		1.8	100%	293	100%	12	100%	6	100%	4	100%	45	100%	9	100%	115	100%	4	100%	39	100%	24
Vote #29 Advisory Council members will be selected by the Leadership Nomination Committee																						
1. Strongly agree	1.	11%	28	25%	2	17%	1	0%	0	11%	4	13%	1	7%	7	33%	1	15%	5	21%	4	
2. Agree for the most part	2.	15%	37	13%	1	17%	1	0%	0	11%	4	25%	2	12%	12	0%	0	24%	8	26%	5	
3. Somewhat agree	3.	29%	71	13%	1	50%	3	50%	1	26%	10	13%	1	24%	24	33%	1	38%	13	26%	5	
4. Somewhat disagree	4.	10%	24	13%	1	0%	0	0%	0	18%	7	0%	0	8%	8	33%	1	9%	3	16%	3	
5. Disagree for the most part	5.	12%	30	25%	2	0%	0	0%	0	16%	6	25%	2	15%	15	0%	0	12%	4	0%	0	
6. Strongly disagree	6.	22%	54	13%	1	17%	1	50%	1	18%	7	25%	2	33%	33	0%	0	3%	1	11%	2	
Average/Totals		3.6	100%	244	100%	8	100%	6	100%	2	100%	38	100%	8	100%	99	100%	3	100%	34	100%	19
Vote #30 Advisory Councils will select members for groups helping them in achieving certain goals																						
1. Strongly agree	1.	29%	75	40%	4	33%	2	100%	3	23%	9	25%	2	24%	25	75%	3	31%	11	22%	5	
2. Agree for the most part	2.	31%	80	40%	4	33%	2	0%	0	25%	10	50%	4	26%	27	25%	1	43%	15	43%	10	
3. Somewhat agree	3.	21%	56	10%	1	17%	1	0%	0	20%	8	13%	1	27%	28	0%	0	11%	4	26%	6	
4. Somewhat disagree	4.	10%	26	0%	0	17%	1	0%	0	20%	8	0%	0	9%	9	0%	0	11%	4	4%	1	
5. Disagree for the most part	5.	2%	6	10%	1	0%	0	0%	0	3%	1	13%	1	1%	1	0%	0	3%	1	4%	1	
6. Strongly disagree	6.	7%	19	0%	0	0%	0	0%	0	10%	4	0%	0	13%	13	0%	0	0%	0	0%	0	
Average/Totals		2.5	100%	262	100%	10	100%	6	100%	3	100%	40	100%	8	100%	103	100%	4	100%	35	100%	23
Vote #31 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	40%	4	25%	2	25%	1	34%	12	25%	2	27%	29	50%	2	35%	12	45%	10	
2. Agree for the most part	2.	37%	97	20%	2	50%	4	75%	3	34%	12	50%	4	34%	37	25%	1	50%	17	27%	6	
3. Somewhat agree	3.	17%	45	10%	1	13%	1	0%	0	17%	6	13%	1	22%	24	25%	1	12%	4	18%	4	
4. Somewhat disagree	4.	5%	12	0%	0	13%	1	0%	0	9%	3	0%	0	6%	6	0%	0	0%	0	5%	1	
5. Disagree for the most part	5.	2%	6	20%	2	0%	0	0%	0	3%	1	0%	0	2%	2	0%	0	0%	0	0%	0	
6. Strongly disagree	6.	6%	17	10%	1	0%	0	0%	0	3%	1	13%	1	9%	10	0%	0	3%	1	5%	1	
Average/Totals		2.3	100%	265	100%	10	100%	8	100%	4	100%	35	100%	8	100%	108	100%	4	100%	34	100%	22

Key Element B-Advisory Councils																						
Vote #32 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				AVMA member or other	AVMA Staff			Council Committee Task Force	Emerging or future leader	Executive Board	House of Delegates			SAVMA Member	VMA elected leader	VMA executive						
1. Strongly agree	1.	27%	70	18%	2	20%	1	25%	1	26%	9	44%	4	25%	27	100%	3	32%	11	20%	4	
2. Agree for the most part	2.	27%	71	36%	4	40%	2	50%	2	26%	9	0%	0	22%	23	0%	0	26%	9	60%	12	
3. Somewhat agree	3.	19%	50	27%	3	0%	0	0%	0	26%	9	33%	3	17%	18	0%	0	24%	8	10%	2	
4. Somewhat disagree	4.	10%	26	9%	1	20%	1	25%	1	0%	0	11%	1	15%	16	0%	0	12%	4	5%	1	
5. Disagree for the most part	5.	6%	15	0%	0	20%	1	0%	0	17%	6	0%	0	7%	7	0%	0	0%	0	0%	0	
6. Strongly disagree	6.	10%	27	9%	1	0%	0	0%	0	6%	2	11%	1	14%	15	0%	0	6%	2	5%	1	
Average/Totals		2.7	100%	259	100%	11	100%	5	100%	4	100%	35	100%	9	100%	106	100%	3	100%	34	100%	20
Vote #33 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				AVMA member or other	AVMA Staff			Council Committee Task Force	Emerging or future leader	Executive Board	House of Delegates			SAVMA Member	VMA elected leader	VMA executive						
1. Strongly agree	1.	36%	91	45%	5	29%	2	67%	2	38%	15	56%	5	32%	33	100%	3	27%	8	22%	4	
2. Agree for the most part	2.	37%	94	27%	3	57%	4	33%	1	35%	14	11%	1	32%	33	0%	0	50%	15	56%	10	
3. Somewhat agree	3.	14%	36	18%	2	0%	0	0%	0	13%	5	11%	1	18%	19	0%	0	20%	6	17%	3	
4. Somewhat disagree	4.	3%	8	0%	0	0%	0	0%	0	3%	1	0%	0	6%	6	0%	0	0%	0	0%	0	
5. Disagree for the most part	5.	2%	6	9%	1	0%	0	0%	0	3%	1	0%	0	3%	3	0%	0	0%	0	6%	1	
6. Strongly disagree	6.	8%	20	0%	0	14%	1	0%	0	10%	4	22%	2	10%	10	0%	0	3%	1	0%	0	
Average/Totals		2.2	100%	255	100%	11	100%	7	100%	3	100%	40	100%	9	100%	104	100%	3	100%	30	100%	18

Key Element C-Leadership Nominating Committee																					
Vote #				AVMA member or other	AVMA Staff	Council Committee	Task Force	Emerging or future leader	Executive Board	House of Delegates	SAVMA Member	VMA elected leader	VMA executive								
Vote #41 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	1.	19%	52	9%	1	30%	3	0%	0	21%	9	11%	1	17%	19	50%	1	30%	10	18%	4
2. Agree for the most part	2.	32%	88	36%	4	30%	3	40%	2	33%	14	44%	4	24%	27	0%	0	45%	15	50%	11
3. Somewhat agree	3.	29%	79	45%	5	30%	3	20%	1	24%	10	22%	2	29%	33	50%	1	15%	5	27%	6
4. Somewhat disagree	4.	8%	22	9%	1	0%	0	20%	1	17%	7	22%	2	8%	9	0%	0	3%	1	0%	0
5. Disagree for the most part	5.	5%	13	0%	0	10%	1	20%	1	2%	1	0%	0	6%	7	0%	0	3%	1	5%	1
6. Strongly disagree	6.	8%	22	0%	0	0%	0	0%	0	2%	1	0%	0	16%	18	0%	0	3%	1	0%	0
Average/Totals																					
	2.7	100%	276	100%	11	100%	10	100%	5	100%	42	100%	9	100%	113	100%	2	100%	33	100%	22
Vote #42 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	1.	17%	46	18%	2	11%	1	0%	0	26%	10	13%	1	13%	14	0%	0	27%	9	23%	5
2. Agree for the most part	2.	38%	101	36%	4	33%	3	25%	1	33%	13	50%	4	36%	39	67%	2	48%	16	41%	9
3. Somewhat agree	3.	22%	59	27%	3	44%	4	50%	2	21%	8	13%	1	18%	19	33%	1	18%	6	27%	6
4. Somewhat disagree	4.	7%	18	9%	1	11%	1	0%	0	10%	4	0%	0	9%	10	0%	0	3%	1	0%	0
5. Disagree for the most part	5.	3%	9	0%	0	0%	0	25%	1	5%	2	0%	0	3%	3	0%	0	3%	1	5%	1
6. Strongly disagree	6.	12%	31	9%	1	0%	0	0%	0	5%	2	25%	2	21%	22	0%	0	0%	0	5%	1
Average/Totals																					
	2.8	100%	264	100%	11	100%	9	100%	4	100%	39	100%	8	100%	107	100%	3	100%	33	100%	22
Vote #43 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	1.	21%	57	33%	4	33%	3	25%	1	33%	13	0%	0	12%	13	0%	0	35%	12	23%	5
2. Agree for the most part	2.	29%	77	33%	4	11%	1	0%	0	15%	6	50%	4	23%	26	50%	1	41%	14	45%	10
3. Somewhat agree	3.	21%	58	8%	1	22%	2	50%	2	33%	13	13%	1	25%	28	50%	1	12%	4	14%	3
4. Somewhat disagree	4.	11%	29	17%	2	0%	0	0%	0	10%	4	0%	0	13%	14	0%	0	6%	2	9%	2
5. Disagree for the most part	5.	5%	13	0%	0	11%	1	25%	1	0%	0	38%	3	5%	6	0%	0	3%	1	5%	1
6. Strongly disagree	6.	13%	36	8%	1	22%	2	0%	0	8%	3	0%	0	22%	24	0%	0	3%	1	5%	1
Average/Totals																					
	2.9	100%	270	100%	12	100%	9	100%	4	100%	39	100%	8	100%	111	100%	2	100%	34	100%	22
Vote #44 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. Strongly agree	1.	16%	44	17%	2	30%	3	40%	2	20%	8	13%	1	9%	10	67%	2	19%	7	15%	3
2. Agree for the most part	2.	17%	45	8%	1	20%	2	0%	0	20%	8	38%	3	14%	15	0%	0	19%	7	30%	6
3. Somewhat agree	3.	26%	72	58%	7	20%	2	20%	1	15%	6	25%	2	29%	32	33%	1	30%	11	30%	6
4. Somewhat disagree	4.	15%	42	0%	0	20%	2	20%	1	13%	5	13%	1	15%	16	0%	0	19%	7	20%	4
5. Disagree for the most part	5.	11%	29	17%	2	0%	0	0%	0	20%	8	0%	0	9%	10	0%	0	8%	3	5%	1
6. Strongly disagree	6.	15%	40	0%	0	10%	1	20%	1	13%	5	13%	1	24%	26	0%	0	5%	2	0%	0
Average/Totals																					
	3.3	100%	272	100%	12	100%	10	100%	5	100%	40	100%	8	100%	109	100%	3	100%	37	100%	20
Vote #45 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. Strongly agree	1.	25%	70	18%	2	30%	3	40%	2	31%	13	25%	2	17%	19	67%	2	32%	12	18%	4
2. Agree for the most part	2.	34%	96	36%	4	40%	4	20%	1	31%	13	38%	3	35%	40	0%	0	35%	13	50%	11
3. Somewhat agree	3.	23%	65	36%	4	20%	2	20%	1	10%	4	13%	1	25%	28	33%	1	24%	9	27%	6
4. Somewhat disagree	4.	7%	21	9%	1	10%	1	0%	0	5%	2	13%	1	11%	12	0%	0	8%	3	0%	0
5. Disagree for the most part	5.	5%	15	0%	0	0%	0	20%	1	17%	7	0%	0	4%	5	0%	0	0%	0	5%	1
6. Strongly disagree	6.	5%	14	0%	0	0%	0	0%	0	7%	3	13%	1	8%	9	0%	0	0%	0	0%	0
Average/Totals																					
	2.5	100%	281	100%	11	100%	10	100%	5	100%	42	100%	8	100%	113	100%	3	100%	37	100%	22
Vote #46 There are certain attributes that the LNC will take into consideration as it considers nominees for various leadership positions. These include:																					
<ul style="list-style-type: none"> *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	1.	47%	123	50%	5	50%	5	100%	3	39%	15	50%	4	43%	45	100%	3	67%	22	38%	8
2. Agree for the most part	2.	27%	71	30%	3	0%	0	0%	0	24%	9	25%	2	32%	34	0%	0	18%	6	38%	8
3. Somewhat agree	3.	13%	33	10%	1	40%	4	0%	0	13%	5	13%	1	10%	11	0%	0	9%	3	19%	4
4. Somewhat disagree	4.	3%	7	0%	0	0%	0	0%	0	5%	2	13%	1	3%	3	0%	0	3%	1	0%	0
5. Disagree for the most part	5.	3%	8	10%	1	10%	1	0%	0	3%	1	0%	0	4%	4	0%	0	3%	1	0%	0
6. Strongly disagree	6.	7%	17	0%	0	0%	0	0%	0	16%	6	0%	0	8%	8	0%	0	0%	0	5%	1
Average/Totals																					
	2.1	100%	259	100%	10	100%	10	100%	3	100%	38	100%	8	100%	105	100%	3	100%	33	100%	21