



July 30, 2025

Dear Colleagues,

A comprehensive assessment of University of Arizona administrators is conducted every five years to evaluate performance to date, uncover any unaddressed systemic concerns, and review long-range goals and objectives. A review of Dean Julie Funk was conducted in the fall and spring semesters for academic year 2024-2025 to review the Dean's performance from 2019 through 2024. The following is a summary of the process and findings.

Nominations for the Review Committee were solicited from stakeholders in the College of Veterinary Medicine. The Review Committee was chaired by Thomas Koch, Dean of the Wyant College of Optical Sciences. The committee members included:

Fernando	Amitrano	CVM	Faculty	Assistant POP
Holly	Bender	CVM Office of Educational Research & Development	Faculty	Full Ten. Prof.
Sarah	Eaton	CVM	Faculty	Associate POP
Sallianne	Schlacks	CVM	Faculty	Assistant POP
Steff	Contreras	CVM	Student	VP, Student Gov. Assoc.
Athena	Ganchorre	CVM, Diversity, Equity, and Inclusion	Staff	Asst. Dean for DEI
Aimee	Gilbreath	President of PetSmart Charities®	Community Member	
Frankie	Kolb	CVM	Staff	Asst. Dir., Fac. Affairs
Dominic	McGrath	Chemistry & Biochemistry	Outside of college rep. + Faculty	Full Ten. Prof.
Elaine	Norton	CVM, Office of Educational Research & Development	Faculty	Ten. Track. Asst. Prof.



Richard	Panzero	Owner of River Road Pet Clinic PLLC in Tucson, Arizona.	Community Member, DVM
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The committee reviewed the following inputs to evaluate the five metrics as outlined in the [Five-Year Administrator Review Process](#):

- Dean Funk's self-study and an interview with the dean
- 5-Year Administrator's 360 survey to faculty and staff in the College of Veterinary Medicine
- Focus group gatherings and individual meetings with faculty, staff and students.

Strengths and Accomplishments

Dean Funk is described as supportive of new faculty in research, including the promotion of a healthy work/life balance especially for women in STEM fields which has been important to attracting top talent to the college. Faculty and staff have an appreciation of the culture Dean Funk has established in the college that is conducive to high productivity, career satisfaction, hard work, and taking risks. She has an open-door policy to address issues and empowers and trusts her people to make decisions and changes.

Overall, an average of 80% of responses on the 360-survey completed by faculty, staff and students evaluated Dean Funk's performance positively, achieving ratings of 'all of the time' or 'most of the time.' Her strongest positive results were seen for items assessing trust building with an overall rating of 84%.

Specific accomplishments were also noted such as:

- Initiation of a new innovative DVM program during a global pandemic and university financial challenges.
- Prominence nationally demonstrated by the third highest number of applications in the nation in 2024
- Education of a diverse and inclusive student body with the fourth highest enrollment of students from underrepresented groups in veterinary medicine in the US in 2023-2024
- Recruitment of the largest academic research team in human animal interaction in the world.
- Graduation of the inaugural class

Opportunities for Improvement

Dean Funk is extremely student-focused, and cares about the students' success. There are opportunities, however, to begin building a stronger effort at alumni engagement even though the college is new. Communicating across the college instead of separately engaging programs was also identified as an area for potential area for change

A small but significant minority of the college's constituents wanted increased transparency and frequency of communications, using different venues to obtain feedback and receive input on decision making and new process implementation. Additionally, there was a desire to have more opportunities for strategic and long-term financial planning.

Recommendations

The following recommendations will be the focus of Dean Funk's actions in the coming year to address the opportunities for improvement noted in her five-year review:

- Address the challenge of low NAVLE exam scores through a comprehensive college strategy and curricular modification as appropriate
- Promote a more student-centric focus while balancing budget constraints
- Increase faculty and staff engagement in strategic planning as the college transitions from a launch mode to a more operational mode.
- Bolster college wide communication related to decision-making and new process implementation

Dean Funk and I met to reflect on what she learned through the evaluation process, the data collected and the recommendations from the comprehensive review committee. I will work with Dean Funk to support her efforts to address these opportunities, including a successful accreditation, as the college continues to build on the successes of the past 5 years. I look forward to working with Dean Funk to ensure the College of Veterinary Medicine achieves its full potential. Thank you to everyone for your participation and contributions to this important process.

Sincerely,



Patricia A. Prelock, Ph.D., CCC-SLP, BCS-CL
Provost and Chief Academic Officer