

Andy Vance, M.S., MBA, CAE

Curriculum Vitae

Columbus, Ohio

ORCID: 0009-0009-8412-5938

Phone: 937-402-0068

E-mail: vance.128@osu.edu

Education

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| Ph.D. <i>in progress</i> | The Ohio State University , May 2028 <i>expected</i>
Agricultural Communication, Education, and Leadership
<i>Research Focus</i> : Leadership and Organizational Effectiveness
<i>Interdisciplinary Specialization</i> : Quantitative Research Methods
<i>Graduate Minor</i> : Nonprofit Management |
| MBA | Indiana University , November 2018
Kelley School of Business |
| M.S. | Purdue University , August 2018
Agricultural Economics |
| B.S. | The Ohio State University , August 2011, cum laude
Major: Agricultural Communication
Minor: Leadership Studies |

Animal Welfare Engagement

Professional and Scientific

- Executive Director, International Poultry Welfare Alliance (2026-present) - see Professional Experience for detail
- Invited presentation on IPWA's Key Welfare Indicators, Encuentro Latinoamericano de Bienestar Animal (ELBA), Santiago, Chile, August 2026
- Reviewed abstract presented on behalf of IPWA, International Association for Food Protection Annual Meeting, New Orleans, July 2026
- Grant reviewer, Foundation for Food and Agriculture Research (FFAR) Egg-Tech Prize competition
- Executive Director, Poultry Science Association (2023-2025), providing executive oversight of three peer-reviewed journals whose research portfolio includes poultry welfare science

Public Engagement on Animal Welfare and Animal Care (selected; full citations below)

- Balancing animal care and first-world problems - National Institute for Animal Agriculture Annual Meeting, 2017
- A case for transparency in animal agriculture - National Grain and Feed Association / Pet Food Institute Joint Forum, 2013; National Institute for Animal Agriculture / U.S. Animal Health Association Joint Forum, 2013

- Trends in food animal production and the animal rights movement - Penn State University Extension, 2011
- Related invited presentations on animal agriculture, animal care, and public trust delivered to the National Animal Interest Alliance (2012), the Animal Agriculture Alliance Stakeholders Summit (2014, 2015, 2019), the International Poultry Scientific Forum (2013), the Midwest Poultry Convention (2016), and the Saskatchewan Pork Symposium (2014)

Practical Animal Experience and Volunteer Service

- Raised on a diversified farm in southern Ohio; bred and exhibited purebred Shorthorn beef cattle
- Co-owner, Vin-Melca Norwegian Elkhounds; breeder and exhibitor of purebred dogs for the past decade
- Past Legislative Liaison, Norwegian Elkhound Association of America
- Show Chair, Norwegian Elkhound Association of America National Specialty (2027); Show Chair, Samoyed Club of America National Specialty (2029)
- Secretary, Buckeye Samoyed Club; organizing the Norwegian Elkhound Club of Ohio (in formation)
- Past Board Member, Ohio Cattlemen's Association

Professional Experience

April 2026 to
Present

Executive Director

International Poultry Welfare Alliance
U.S. Roundtable for Sustainable Poultry & Eggs
Tucker, Georgia

Chief staff officer of two affiliated organizations operating under a single nonprofit corporation. The International Poultry Welfare Alliance is an international, multi-stakeholder, science-based organization that convenes welfare scientists, poultry producers, and the retail and foodservice companies that comprise the poultry value chain. The U.S. Roundtable for Sustainable Poultry & Eggs maintains a sustainability framework for the U.S. poultry and egg supply chain.

Duties and Selected Achievements Include:

- Direct development of IPWA's Key Welfare Indicator (KWI) guides, which establish standardized welfare indicators and measurement protocols for broilers, layers, and turkeys; guides are published in English, Chinese, Portuguese, Spanish, and Arabic
- Lead WelfareLab2050, a foresight sprint series examining the future of poultry welfare with scientists, producers, and customer-side stakeholders

- Oversee a scoping review of the broiler welfare literature, organized around the KWI domains, requested by the International Poultry Council
- Represent IPWA at international welfare conferences and policy discussions, including 2026 presentations in China and Chile, with engagements in Singapore, Saudi Arabia, and India to follow
- Serve as principal spokesperson to member, academic, industry, and customer stakeholder audiences
- Advise the IPWA Board of Directors and the Foundation Board of Trustees on strategy, governance, and organizational effectiveness
- Lead the US-RSPE Sustainability Framework, placing the work at the intersection of animal welfare and sustainability policy
- Accountable for staff, budget, and governance across both organizations

January 2023 to
December 2025

Executive Director

Poultry Science Association
Champaign, Illinois

Chief executive officer of an international scientific society serving more than 2,000 members worldwide, including nearly 1,000 graduate and undergraduate students, providing strategic leadership to a staff of 8 direct reports and more than 300 volunteer leaders. Served as the public face of the Association to a diverse array of academic, industry, and related stakeholder groups around the world.

Duties and Selected Achievements Include:

- Strategic and administrative leadership for an expanding organization with \$3 million annual budget, up 68.5% in three years
- Stewardship of a \$6.5 million endowment supporting \$300,000 in annual student and faculty grants, scholarships, and fellowships
- Developed and implemented the Association's 2025–2029 Strategic Plan in collaboration with the PSA Board of Directors
- Guided a portfolio of global scientific conferences, including the PSA Annual Meeting and North American Scientific Conference (1,300 attendees), PSA Latin American Scientific Conference (700 attendees) and PSA Pacific Rim Scientific Conferences (300 attendees).
 - Led development of the inaugural PSA Pacific Rim Scientific Conference in 2025 in Macau, China
- Provided executive oversight for three peer-reviewed research journals (*Poultry Science*, *Journal of Applied Poultry Research*, *European Poultry Science*), ensuring scholarly excellence, ethical publishing standards, and impact-factor growth
 - Spearheaded acquisition of *European Poultry Science* in 2025

- Journal submissions up 90% since 2022
- Supervised 8 professional staff members (up from 5 in 2023)
 - Responsible for recruitment, hiring, management, professional development and mentorship activities
- Provided strategic leadership and programmatic support to more than 400 volunteers across 31 committees and journal editorial boards.
- Provided mentorship and executive leadership for the PSA Hatchery youth development program, supporting nearly 1,000 undergraduate and graduate students around the world.
- Increased donor revenue by 60% in FY2024 and 60% in FY2025 supporting faculty and student initiatives
 - Secured \$100,000+ major gift in FY2024 funding new graduate fellowship in animal health
 - Funded new undergraduate scholarship in 2025
- Served as a consultant to the PSA Board of Directors, supporting good governance of the Association and ensuring adherence to all relevant laws and regulations, as well as best practices in nonprofit management
- Developed and oversaw implementation of an effective communications plan, including social media, earned media, and related initiatives
 - Launched weekly scientific podcast in 2025, hosting 40 episodes in year one and reaching > 150 listeners per episode

November 2010
to December 2022

Director of Strategic Accounts

Farm Progress, an Informa company
St. Charles, Illinois

- Developed marketing and communications strategies for global agribusiness clients, doubling sales to \$3 million from 2014-2017
- Led cross-functional teams across multiple states in executing client strategies; developed digital-first strategy to reduce printing and mailing costs by 60% in 2016
- Served on Informa's Sales Training Council in 2018

October 2005
to November 2010

CEO and Lead Anchor

AdVance Broadcast & Communication
Columbus, Ohio

- Co-Founded syndicated agricultural radio news network heard on more than 300 affiliated stations across 6 states

- Partnered with local Extension offices and Agricultural Societies to broadcast live from > 50 county fairs each summer as part of the “ABN Radio County Fair & Festival Tour”
- Developed live television broadcast of the Ohio State Fair Sale of Champions on the Ohio News Network, returning the Sale to live television in 2006 for the first time in more than a decade
- Led sales efforts generating > \$1.5 million in annual revenue
- Recruited, trained, coached, and supervised 6 full-time and 3 part-time news and sales team members
- Coordinated internship program for students in the Department of Agricultural Communication, Education, and Leadership, supporting 2-3 students annually

Peer-Reviewed Publications

Manuscripts in Preparation

Vance, A. Leadership and organizational effectiveness in member-driven associations: A scoping review. [Working title; target journal: Nonprofit and Voluntary Sector Quarterly]

Vance, A., Kitchel, T., & Tran, L. Professional development outcomes among early-career poultry scientists: A quasi-longitudinal mixed-methods study. [Working title; target journal under consideration]

Refereed Conference Presentations

Myhre, E., Griffiths, R., & **Vance, A.** (2026, July). IPWA key welfare indicator guides for poultry [Conference presentation]. Technical session, International Association for Food Protection Annual Meeting, New Orleans, LA (p. 1902). Presented by A. Vance.

Applied Scholarship and Strategic Leadership Publications

Vance, A. (2025, January). *Poultry Science Association Strategic Plan 2025-2029*. Poultry Science Association. Champaign, IL.

- Facilitated planning discussions among the PSA Board of Directors, Strategic Planning Committee, and professional staff members between 2023-2024
- Evaluated Association’s previous strategic vision document and accomplishments
- Conducted relevant situational analysis and environmental scanning
- Authored the final five-year plan that will guide the Association’s priorities, initiatives, and investments through the end of the decade

Editorial and Peer Review Service

Journal Editorial Leadership

- From 2023-2025 as Executive Director of the Poultry Science Association, provided strategic leadership and executive oversight for three international peer-reviewed scientific journals:
 - *Poultry Science* (Impact Factor = 4.2)
 - *Journal of Applied Poultry Research* (Impact Factor = 2.0)
 - *European Poultry Science* (Impact Factor = 0.5)
- Collectively managed submission and peer review process for more than 4,500 manuscripts submitted in 2025, up 90% since 2022
- Collaborated with 3 Editors-In-Chief, the Senior Managing Editor, the publisher, and more than 150 editorial board members around the world to ensure integrity, transparency, and efficiency in a rigorous peer-review process
- Liaised with Elsevier's Scientific, Technical, and Medical division to negotiate and manage the Association's multi-year publishing contract, ensuring alignment with our Strategic Plan and navigating changes in open access publishing trends and publishing ethics
- Worked closely with the Board of Directors and Journal Planning Committee to monitor journal performance metrics, strengthen reviewer engagement, and support authors to sustain high publication quality
- Led continuous-improvement initiatives focused on publishing ethics, diversity of editorial boards, and compliance with Committee on Publication Ethics (COPE) best practices and ethical standards
- Facilitated process improvements to reduce Time to First Editorial Decision by 50%, and maintain review time of no more than 14 days in the first half of 2023; sustained those key benchmarks each quarter since

Grant Panel Review

- Grant panel reviewer, Foundation for Food and Agriculture Research, Egg-Tech Prize competition, 2026

Invited Presentations

International Presentations

Vance, A. (2026, August). Indicadores clave de bienestar de IPWA: herramientas para medir, implementar y mejorar continuamente el bienestar en la producción avícola [IPWA key welfare indicators: tools to measure, implement, and continuously improve welfare in poultry production]. Invited presentation, Poultry and Swine Session, Encuentro Latinoamericano de Bienestar Animal (ELBA 2026). Santiago, Chile.

Vance, A. (2024, October). Leveraging opportunities in agriculture. Presented to the Poultry Science Association Professional Development Conference. Columbus, OH.

Vance, A. (2023, June). Come together: opportunities in U.S. agriculture. Presented at the Balchem Global Sales Conference. Park Ridge, N.J.

- Vance, A.** (2019, May). Agricultural advocacy in the age of Twitter. Presented to the CPM International Sales Meeting. Las Vegas, NV.
- Vance, A.** (2018, January). YouTube-proofing American agriculture. Presented to the Board of Directors and executive management of Skagit Farmers Supply. Vancouver, BC, Canada.
- Vance, A.** (2016, December). Feeding a world where emotion trumps science. Presented to Farm & Food Care Saskatchewan. Saskatoon, SK, Canada.
- Vance, A.** (2016, December). Feeding a world where emotion trumps science. Presented to the Ontario Agribusiness Association Annual Meeting. Mississauga, ON, Canada.
- Vance, A.** (2016, April). Feeding a world where emotion trumps science. Presented to Farm & Food Care Ontario. Milton, ON, Canada.
- Vance, A.** (2016, March). Canola meal and the California dairy industry. Presented to the Canola Council of Canada Annual Convention. San Diego, CA.
- Vance, A.** (2015, December). Feeding a world where emotion trumps science. Presented at Le Porc Show. Quebec City, Canada.
- Vance, A.** (2015, May). Feeding a world where emotion trumps science. Presented to the Animal Nutrition Association of Canada Annual Conference. Quebec City, Canada.
- Vance, A.** (2014, November). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah. Presented at the Saskatchewan Pork Symposium. Saskatoon, SK, Canada.
- Vance, A.** (2013, January). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah. Presented at the International Poultry Scientific Forum. Atlanta, GA.

National Presentations

- Vance, A.** (2021, July). Agricultural advocacy in the age of Twitter. Presented to the New England Dairy Promotion Board Dairy Experience Forum. Via distance.
- Vance, A.** (2020, July). Agricultural advocacy in the age of Twitter. Presented to the American Dairy Association of the Midwest Dairy Experience Forum. Via distance.

- Vance, A.** (2019, December). Agricultural advocacy in the age of Twitter. Presented at the Annual Meeting of New Cooperative. Fort Dodge, IA.
- Vance, A.** (2019, July). First-world problems and U.S. agriculture. Presented to the American Dairy Association of the Midwest Dairy Experience Forum. Via distance.
- Vance, A.** (2019, May). Agricultural advocacy in the age of Twitter. Presented at the Animal Agriculture Alliance Annual Stakeholder Summit. Kansas City, MO.
- Vance, A.** (2017, August). Political savvy agricultural advocacy. Presented at the Land O' Lakes Leadership Development Conference. Minneapolis, MN.
- Vance, A.** (2017, April). Balancing animal care and first-world problems. Presented at the National Institute for Animal Agriculture annual meeting. Kansas City, MO.
- Vance, A.** (2017, January). Feeding a world where emotion trumps science. Presented at the American Farm Bureau Federation Annual Meeting. Phoenix, AZ.
- Vance, A.** (2016, August). Political savvy agricultural advocacy. Presented at the Land O' Lakes Leadership Development Conference. Minneapolis, MN.
- Vance, A.** (2016, March). Feeding a world where emotion trumps science. Presented at the Midwest Poultry Convention. St. Paul, MN.
- Vance, A.** (2015, August). Political savvy agricultural advocacy. Presented at the Land O' Lakes Leadership Development Conference. Minneapolis, MN.
- Vance, A.** (2015, May). Feeding a world where emotion trumps science. Presented to the Animal Agriculture Alliance Annual Stakeholders Summit. Washington, DC.
- Vance, A.** (2014, November). Feeding a world where emotion trumps science. Presented at the American Feed Industry Association Equipment Manufacturer's Conference. Palm Springs, CA.
- Vance, A.** (2014, July). Agriculture, the internet, and answering hard questions. Presented at the National FFA Organization New Century Farmer Conference. Des Moines, IA.
- Vance, A.** (2014, May). Agriculture, the internet, and answering hard questions. Presented at the Animal Agriculture Alliance Annual Stakeholders Summit. Washington, DC.
- Vance, A.** (2013, November). Agriculture, the internet, and answering hard questions. Presented at the National Institute of Animal Agriculture Antibiotic Symposium. Kansas City, MO.

Vance, A. (2013, September). A case for transparency in animal agriculture. Presented at the National Grain and Feed Association – Pet Food Institute Joint Forum. Indianapolis, IN.

Vance, A. (2013, August). A case for transparency in animal agriculture. Presented at the National Institute of Animal Agriculture – US Animal Health Association Joint Animal Disease Traceability Forum. Kansas City, MO.

Vance, A. (2012, December). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah Winfrey. Presented at the National Animal Interest Alliance Annual Convention. Los Angeles, CA.

Vance, A. (2012, May). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah Winfrey. Presented at the Pig Improvement Company 50th Anniversary Symposium. Nashville, TN.

Vance, A. (2012, February). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah Winfrey. Presented at the Western United Dairymen Annual Convention. Temecula, CA.

Regional Presentations

Vance, A. (2024, October). It's on the internet, so it must be true. Presented to the Coshocton Soil & Water Conservation District Annual Meeting. Coshocton, OH.

Vance, A. (2024, August). Leveraging opportunities in agriculture. Presented to the First Merchants Bank Credit Summit. Fort Wayne, IN.

Vance, A. (2024, February). First-world problems and U.S. agriculture. Presented to farmers at the annual customer meeting of Integrated Ag Services. Plain City, OH.

Vance, A. (2020, February). First-world problems and U.S. agriculture. Presented at the Fayette County Chamber of Commerce Annual Meeting. Washington Court House, OH.

Vance, A. (2019, December). Agricultural advocacy in the age of Twitter. Presented at the Eaton Rotary Club Farm-City Luncheon. Eaton, OH.

Vance, A. (2019, March). Agricultural advocacy in the age of Twitter. Presented to farmer customers at the Cape Fear Farm Credit Annual Meeting. Clinton, NC.

Vance, A. (2018, October). Agriculture & trade policy in the era of Trump. Presented at the Northeast Montana Agriculture Expo. Glasgow, MT.

Vance, A. (2017, April). Getting out of the ag echo chamber. Presented to customers of Broerman Insurance Agency. Fredericktown, OH.

- Vance, A.** (2016, December). Feeding a world where emotion trumps science. Presented to farmer members of American Dairy Association Northeast. Via distance.
- Vance, A.** (2016, August). Feeding a world where emotion trumps science. Presented to the Ohio Corn & Wheat Leadership Academy. Columbus, OH.
- Vance, A.** (2014, December). Feeding a world where emotion trumps science. Presented at the Mid-Atlantic Dairy Association Annual Meeting. Bedford, PA.
- Vance, A.** (2014, October). Agriculture, the internet, and answering hard questions. Presented at the University of Nebraska Extension AgriFuture Conference. Kearney, NE.
- Vance, A.** (2014, September). Agriculture, the internet, and answering hard questions. Presented at the Vermont Feed Dealers Association Annual Meeting. Stowe, VT.
- Vance, A.** (2014, March). Agriculture, the internet, and answering hard questions. Presented at the Northeast Agribusiness & Feed Alliance annual meeting. Orlando, FL.
- Vance, A.** (2013, December). Trends in dairy production and profitability. Presented at the Vita-Plus Dairy Summit. Green Bay, WI.
- Vance, A.** (2013, April). Reading the tea leaves, a livestock market outlook. Presented at the Swine Vet Center annual customer meeting. Minneapolis, MN.
- Vance, A.** (2012, November). Farmers, the internet, and bridging the gap with consumers. Presented to the Lebanon Valley Chamber of Commerce. Lebanon, PA.
- Vance, A.** (2012, February). It's on the internet, so it has to be true. Presented at the Wisconsin Cattlemen's Association Annual Meeting. Wisconsin Dells, WI.
- Vance, A.** (2012, January). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah Winfrey. Presented at the Cornell University Cooperative Extension Becker Forum. Salina, NY.
- Vance, A.** (2011, November). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah Winfrey. Presented at the Penn State University Extension Dairy Nutrition Conference. Grantville, PA.
- Vance, A.** (2011, August). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah Winfrey. Presented at the Mercer Milling Annual Staff Retreat. Syracuse, NY.

Vance, A. (2011, July). YouTube-proofing American agriculture: lessons learned from HSUS and Oprah Winfrey. Presented at the Bucknell University Animal Nutrition Conference. Lewisburg, PA.

Vance, A. (2011, July). Trends in food animal production and the animal rights movement. Presented at the Penn State University Extension Southwest Pennsylvania Dairy Day. Greensburg, PA.

Guest Lectures

Vance, A. (2025, September). Trends and issues in nonprofit leadership. Guest lecture to graduate students in PUBAFRS 7553, The Ohio State University. Columbus, OH.

Vance, A. (2022, November). Contemporary trends and legal issues in American agriculture. Guest lecture to undergraduate students at Wilmington College. Wilmington, OH.

Vance, A. (2015, April). A veterinarian's guide to YouTube-proofing agriculture. Presented at the Zoetis Ohio State Food Animal Medicine Student Symposium. Columbus, OH.

Vance, A. (2014, October). Agriculture, the internet, and answering hard questions. Presented to the Ohio State University Food Animal Veterinary Club. Columbus, OH.

Vance, A. (2014, April). Agriculture, the internet, and answering hard questions. Presented at the Zoetis Ohio State Food Animal Medicine Student Symposium. Columbus, OH.

Vance, A. (2014, February). Trends and issues in agricultural advocacy and social media. Presented to the American Dairy Association Midwest Graduate Student Conference. Columbus, OH.

Vance, A. (2012, September). Trends in agricultural communications and social media advocacy. Guest lecture to undergraduate students in AG COMM 367 at The Ohio State University. Columbus, OH.

University and Professional Service

The Ohio State University:

- Provides leadership within the University to strengthen shared governance, graduate student engagement, and alumni relations.
 - University Senate (2025-2026)
 - Council on Academic Affairs (2025-2026)
 - University Conduct Board (2024-Present)
 - Parliamentarian, Council of Graduate Students (2024-2026)
- College of Food, Agricultural, and Environmental Science Alumni Society

- Member, Board of Directors (2019-Present)
- Treasurer (2021-2022)
- President (2022-2026)
- **Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)**
 - National Conference Session Chair (two sessions), 2024
- **Ohio Society of Association Professionals**
 - Board of Directors (2025-Present)
- **American Society of Association Executives Research Foundation**
 - Member of the Research Committee (2025-Present)
 - Develop priorities for Foundation research initiatives and evaluate proposals from scholar-practitioners on practical and applied research in association management

Professional Certification

February 2025 Certified Association Executive (CAE)

The highest professional credential in association management, held by < 5% of professionals worldwide; demonstrates mastery of nonprofit leadership, governance, strategy, and operations.

Professional Honors and Awards

- Ohio FFA Association
 - Honorary State FFA Degree – 2017
- Ohio Farm Bureau Federation
 - Excellence in Agriculture Award – 2010
- American Farm Bureau Federation
 - Excellence In Agriculture Award Top 10 – 2010
- The Ohio State University College of Food, Agricultural and Environmental Sciences
 - Meritorious Service to Students Award – 2009
- Ohio Department of Agriculture
 - Honorary Director of Agriculture – 2007
- Ohio Farmers Union
 - Communicator of the Year Award – 2006
- National Association of Farm Broadcasting
 - Horizon Award for Young Professional Achievement – 2006

Public Engagement and Science Communication

- *UNPLUCKED: The Official Podcast of the Poultry Science Association*
 - **Host**, March 2025 – December 2025

- Weekly interview podcast featuring faculty members, extension professionals, and industry scientists involved in advancing poultry science worldwide
- Reached more than 4,000 listeners through October 2025
- Spectrum News One Ohio
 - **Role:** Agriculture News Analyst, March 2020 – Present
 - Provide timely, evidence-informed analysis and insights for weekly cable news segment focused on Ohio agriculture to a public audience
 - Recorded more than 300 segments as of August 2026, prominently featuring Ohio State University Extension faculty and information
- *Food Chain Chats: A Science Hearted Podcast from Arm & Hammer*
 - **Host,** November 2020 – August 2024
 - Interview-focused podcast featuring Arm & Hammer research scientists discussing a wide range of animal production and food safety topics

Youth Development and Education Leadership

- Ten-year 4-H Alumnus, Ohio 4-H
- Created the Poultry Science Association Professional Development Conference in 2024 for graduate students and young faculty members, in collaboration with PSA Extension and Teaching Committees
- Facilitate annual Ohio FFA Association State Officer leadership training session on critical thinking and contemporary issues in agriculture and education, 2010-Present
- Supported the Ohio 4-H Celebration of Youth as member of the steering & marketing committees between 2005-2010
- Executive Producer and Anchor of the Ohio State Fair Sale of Champions live television broadcast, promoting Ohio 4-H members to a statewide television audience, 2006-2010
- From 2000-2004 served as facilitator for the National FFA Organization and Ohio FFA Association “Made for Excellence” youth leadership conference; presented 6-8 conferences annually across the country to 200-300 attendees
- As an Ohio FFA Association State Officer from 1999-2000, developed and delivered more than 100 leadership workshops to high school agriculture students in formal and non-formal settings