Iowa State University
Lloyd Veterinary Medical Center
Wildlife and Exotic Companion Animal Internship Program

1. **Overview**

This Wildlife/Exotic Companion Animal internship program has been designed to provide in-depth training in wildlife and exotic companion animal medicine, anesthesia, surgery, and related basic and applied sciences. The program has been developed to provide interns with a comprehensive knowledge of conditions affecting injured or abandoned wildlife and exotic companion animals, and an introduction to zoo animal medicine. Our program strives to prepare interns for active careers in academia or specialty practice, and the caseload provides an excellent and broad experience over the duration of the program. The internship will provide advanced training for private practice or application to a residency program.

The primary mentors of the training program are faculty of the Department of Veterinary Clinical Sciences (VCS).

Clinical facilities of the Hixson-Lied Small Animal Hospital and Dr. W. Eugene and Linda Lloyd Veterinary Medical Center (LVMC) will be the primary training location for the Iowa State University (ISU) portion of the internship.

2. **Objectives**

2.1 To provide advanced training in clinical problem solving and diagnostic and therapeutic techniques in the specialty field.

2.1.1 To become familiar with diseases afflicting veterinary patients and to be able to logically correlate all clinical data in order to formulate and execute correct treatment plans.

2.1.2 To provide a firm understanding of the underlying pathophysiological basis of disease.

2.1.3 To master the art and science of complete patient care, assess outcomes and to appreciate the economic and emotional factors involved in the health care of animals.

2.1.4 To develop the art of interpersonal communications for proper colleague and client relationships.

2.2 To provide didactic and tutorial teaching training and experience.
2.3 To satisfy the requirements for specialty college examination.

2.4 To provide experience in scientific and clinical case presentation through the seminar and house officer rounds program.

2.5 To provide experience in the preparation and submission of scientific articles for publication and/or presentation.

3. **Prerequisites**

3.1 Candidates must have a DVM or an equivalent degree.

3.2 Candidates must have successfully completed the National Board examination or its equivalent in the certifying country; must be approved to practice veterinary medicine in the United States.

3.3 Candidates must be/become licensed to practice veterinary medicine in the state of Iowa prior to employment.

3.4 Candidates must have the goal of practicing state of the art medicine and surgery or specialty board certification.

3.5 Candidates must have a satisfactory moral and ethical standing.

4. **Faculty Advisor**

4.1 The intern will be assigned to a faculty advisor (mentor) in the first month of the program. This may be the same or a different person than the Program Director.

4.2 Responsibilities of the advisor/mentor include:

4.2.1 The advisor will directly oversee the intern’s training and act as a liaison with other faculty members in the College of Veterinary Medicine.

4.2.2 Direction and coordination of the clinical program.

4.2.3 Advice toward research, publications, and preparation for specialty board application.

4.2.4 Approval of requests by faculty for the intern to participate in teaching, research or other activities.

4.2.5 Advising on preparation and reviewing presentation performance of seminars and case rounds.
4.2.6 Professional guidance.

5. **House Officer Presentations & Rounds Programs**

The LVMC offers House Officers several educational opportunities to enrich their training programs and obtain teaching experience. Some of these opportunities are in collaboration with other departments within the College. The menu of rounds and seminars is tailored to assist House Officers in literature review and board preparation and to expose them to a broad range of clinical and academic experiences. The weekly LVMC Seminar/Case Presentation Program requires attendance and participation by all House Officers while participation in other rounds is program dependent.

5.1 The **LVMC House Officer Seminar/Case Presentations Program** is designed to provide House Officers the opportunity to receive and present interesting, unusual, or difficult clinical material utilizing a problem oriented approach to professional colleagues and to develop manuscripts for publication.

5.1.1 All House Officers will participate and give presentations on a rotating basis. These presentations are scheduled by the Resident responsible for coordinating these presentations.

5.1.1.1 All presentation topics are to be approved by the House Officer’s advisor **1 month** prior to the scheduled presentation.

5.1.1.2 All presentations are to be reviewed by the advisor or appropriate topic mentor **1 week** prior to the presentation to allow the House Officer time to make the recommended modifications.

5.1.2 House Officer attendance is required at all sessions. Attendance will be taken at the beginning of each session.

5.1.2.1 Notify the Chair of the House Officer Committee when an absence is anticipated (due to vacation or out-rotations and when due to illness).

5.1.2.2 Excused absences include the following: illness, annual leave, attendance or participation in a continuing education program, presentation of a lecture, scheduled out-rotation or special service requirement per request of the advisor. All other absences are unexcused unless deemed excusable by the House Officer Advisor.

5.1.3 House Officers will be required to present an additional seminar if they have more than one unexcused absence during a program year.
5.1.4 **LVMC House Officer Case Presentations** are designed to provide House Officers the opportunity to receive and present interesting, unusual, or difficult clinical case material utilizing a problem oriented approach to professional colleagues and to develop manuscripts for publication.

5.1.4.1 All House Officers will complete a minimum of **one case** presentation each year of their program.

5.1.4.2 Case selection should be approved by the House Officer’s advisor or mentor well in advance of the presentation.

5.1.4.3 Case presentations should utilize the problem oriented approach, have good follow-up, include a discussion of the pertinent current literature and take approximately 15 minutes to present with an additional 5 minutes for discussion.

5.1.4.4 Members of the audience will complete evaluation forms giving comments on the quality of the presentation with suggestions for improvement. (*See appendix F*)

5.1.5 **LVMC House Officer Seminars** are designed to provide House Officers with the opportunity to research and present scientific information and then discuss the topic with professional colleagues.

5.1.5.1 A minimum of **one seminar** will be prepared and given by each House Officer in each year of their program. Some programs require two seminar presentations each year (*see section 8 for specific program requirements*).

5.1.5.2 Topic selection should be focused and approved by the House Officer’s advisor well in advance of the scheduled presentation date and prior to performing an in-depth literature search.

5.1.5.2.1 Topics might include a literature search in preparation for writing a research grant.

5.1.5.2.2 The presentation may be the results of a research project.

5.1.5.2.3 The topic might be an area of interest or one which will improve your expertise and understanding.

5.1.5.3 Seminar presentations of approximately 40 minutes are expected with an additional 10 minutes available for discussion.
5.1.5.4 Members of the audience will complete evaluation forms giving comments on the quality of the presentation with suggestions for improvement. *(See appendix G)*

5.2 Seminar/Rounds Schedule and participation requirement:

<table>
<thead>
<tr>
<th>Type</th>
<th>Frequency</th>
<th>Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>LVMC HO Seminar/Case Presentation</td>
<td>weekly (Thursday 8 a.m.)</td>
<td>required</td>
</tr>
<tr>
<td>Service Resident Rounds</td>
<td>per service</td>
<td>required</td>
</tr>
<tr>
<td>Service Rounds w/students</td>
<td>per program</td>
<td>required</td>
</tr>
<tr>
<td>Radiology-Pathology Rounds</td>
<td>monthly (Tuesday 8 a.m.)</td>
<td>encouraged</td>
</tr>
<tr>
<td>Morbidity/Mortality Rounds</td>
<td>monthly (Tuesday 8 a.m.)</td>
<td>encouraged</td>
</tr>
<tr>
<td>Student Grand Rounds</td>
<td>weekly (Friday 8 a.m.)</td>
<td>required</td>
</tr>
<tr>
<td>ECG Rounds</td>
<td>monthly</td>
<td>encouraged</td>
</tr>
<tr>
<td>Journal Club w/UW</td>
<td>weekly</td>
<td>required</td>
</tr>
<tr>
<td>Textbook Review Session</td>
<td>weekly</td>
<td>encouraged</td>
</tr>
<tr>
<td>Anatomic Pathology Rounds</td>
<td>weekly</td>
<td>encouraged</td>
</tr>
</tbody>
</table>

6. **Teaching Program**

6.1 Throughout the program interns will be viewed as role models by both professional students and staff. They should always present themselves in a professional manner.

6.2 The intern will participate in clinical instruction and evaluation of veterinary students assigned to clinics.

6.3 The intern will participate in preclinical didactic lecture and laboratory instruction as assigned by his/her advisor.

7. **Board Certification**

7.1 An important credential in veterinary medicine is board certification in a specialty area. One of the objectives of the program is to guide the intern in selecting a specialty area for board certification.

7.2 Interns should seek faculty advice early in their program as applications to the VIRMP are due in the fall of each year. Resume, letter of intent and references are required for application. Publications and research experience are often helpful in obtaining residency positions.

8. **Clinical Program**

Below is a description of the 52 weeks per year of training.
Year 1

| 38 weeks: Primary care exotic companion animal & wildlife care clinic |
|---|---|

weeks Required Rot:

4 wks zoo rotation (Blank Park/Henry Doorly pending availability at both)
1 wk radiology
1 wk anesthesia (exotic/small mammal focus)
1 wk large animal (hoof stock) medicine/surgery

5 weeks elective rotations (ophthalmology, zoo, or other clinic rotations)

2 weeks vacation

8.1 **Intern Year**

8.1.1 *Weeks of training described in table above.*

8.1.2 The intern will participate in the instruction of clinical students. Participation in CVM student laboratories will be assigned.

8.1.3 The intern will participate in house officer rounds, ward rounds, journal club, special topic conferences, seminars, and other scheduled conferences of the LVMC. He/She will attend other scheduled seminars in the CVM as time permits.

8.1.4 The intern will present 1 seminar and 1 case report (to faculty and house officers) on topics of interest to the intern during LVMC House Officer Seminar/Case Presentation sessions.

8.1.5 The intern is encouraged to attend and participate in continuing education meetings sponsored by the CVM or by local and regional veterinary organizations.

8.1.6 The intern is encouraged to apply for specialty training in their area of greatest interest through the VMRIP matching program in the Fall.

8.1.7 The intern is encouraged to prepare a research proposal; review it with his/her faculty mentor, and submit it for funding consideration.

8.1.8 The intern will be responsible for being first on –call for consultation with exotic cases presented to the ICU after clinic hours, and if necessary, provide hands-on service to assist in exotic animal emergencies. Back up
will be provided by Dr. Zaffarano, and in the case of the Zoo service, by Dr. Olds.

8.1.9 The intern will only be participating in canine and feline medicine cases on an as-needed basis.

8.1.10 The intern will be responsible for daily rounds through the wildlife care clinic, and have oversight of triage, medical, surgical treatment and rehabilitation of wildlife cases.

8.1 **Internship Committee**  The Internship Committee is responsible for coordinating internships and making recommendations to the HOC to maintain quality internship programs and interns. There are a minimum of 5 members on the committee. Members will be appointed by the HOC from the Small Animal Rotating Internship Program faculty or advisors and a representative from each specialty internship program. Each specialty internship will elect a representative to serve as a member on the Internship Committee.

8.2 **External Rotations**

8.3.1 **Required:** External rotations (away from ISU) may be necessary if the number of qualified diplomates, caseload or equipment are insufficient to provide required training or training in another specialty area is needed.

8.3.2 **Elective:** The purpose of an elective block is to allow resident/intern the opportunity to learn skills and obtain knowledge in clinical areas of special interest. In coordination with the program director and advisor, the resident/intern may select a clinical block within the ISU CVM or at another medical facility. The resident/intern should seek rotations at other facilities only if this opportunity does not exist at the ISU CVM.

**8.3.2.1 Protocol:**

8.3.2.1.1 A minimum of 8 weeks prior to the scheduled elective present your proposal to your advisor for preliminary approval.

8.3.2.1.2 Contact the desired elective site and determine the feasibility of your rotation, including start and end dates. Present them with preliminary objectives and determine if they are able to fulfill these objectives.

8.3.2.1.3 Determine if professional insurance will be required by the elective site and procure appropriate insurance.

8.3.2.1.4 Write formal objectives for your elective and present them to your advisor to request approval from the program faculty.

8.3.2.1.5 Present the approved objectives to your elective mentor. Obtain a letter from the mentor of your elective rotation.
stating they or their institution can meet the objectives you have set forth and they will be willing to formally evaluate your performance.

8.3.2.1.6 Present the letter of acceptance from your elective mentor to the program faculty & director for final approval.

8.3.2.1.7 Perform admirably in your elective rotation. Arrange for the completed elective evaluation form (Appendix I) to be sent to your program director/advisor from the elective mentor. The evaluation should include comments regarding the fulfillment of the agreed upon objectives.

8. 4 Emergency duty

All House Officers will participate in emergency duty with other residents, interns and faculty. Emergency duty commits the House Officer to evening, weekend and holiday duty on a rotating basis. While such activities will be closely supervised early in the program, the House Officer is expected to develop appropriate skills in emergency patient care which will require less supervision as the program progresses.

No resident or specialty intern will be scheduled for more than 80% of their time for primary emergency duty. Their emergency duty will be limited to their area of specialty training. All emergency duty assignments will be backed up by a faculty member in the specialty area.

9. Scholarly Activities

The Lloyd Veterinary Medical Center encourages its interns to participate in scholarly activity such as literature reviews, and basic, applied or clinical research. To that end the intern is encouraged to:

9.1 Design a research project to address a specific question or problem in the discipline.

9.2 Write a research grant proposal that may be used to seek funding for the project.

9.2.1 The anticipated timeline for completion of the proposal should be December of the 1st year.

9.2.2 Proposals are to be submitted for funding.
9.3 Conduct the research according to the experimental design.

9.3.1 Research is to be conducted during off-clinic time unless research is a clinical trial which can be conducted while on clinics.

9.3.2 Completion is expected during the internship.

9.4 Analyze and report the results of the project

9.4.1 Research is to be presented to the VCS faculty and House Officers during seminar.

9.5 Publication of these results in a refereed journal is expected.

9.5.1 A manuscript suitable for publication is to be completed prior to the conclusion of the program.

10. **Facilities and Equipment**

10.1 The College of Veterinary Medicine, Lloyd Veterinary Medical Center (LVMC) is a fully accredited hospital (AAHA, AALAC) with full AVMA accreditation. The facility encompasses the Iowa State Veterinary Diagnostic Laboratory, an accredited (AAVLD) full service laboratory providing clinical pathology, histopathology, immunohistochemistry, immunology, microbiology, virology and toxicology support. The LVMC contains full service small and large animal medicine and surgery facilities.

10.2 **Library and other Literature Resources**

The Veterinary Medical Library, housed within the College of Veterinary Medicine building, contains both human and veterinary textbooks as well as bound serial publications. Parks library on main campus is easily accessible via daily transport of holdings between libraries upon request. An extensive collection of online journal subscriptions is available to the House Officers free of charge via the Interlibrary Loan/ Document Delivery service. Computer-based retrieval systems MEDLINE, CAB and AGRICOLA abstracts are available electronically. A wide selection of current journals is available in the library and online.

10.2.1 Each intern is required to be familiar with pertinent articles in the current literature. Reasonable expenses for photocopying are defrayed by the Hospital.

11. **Evaluation and Appointment Completion**

11.1 A written critique will be provided at least every 6 months by the advisor or section. The critique will cover:
11.1.1 Professional ability; to include theoretical knowledge and application of that knowledge, clinical skills, tutorial skills, and scholarly activity.

11.1.2 Hospital services; to include communication skills, patient care, medical record quality, emergency duty quality, and adherence to LVMC protocol.

11.1.3 Personal characteristics; to include responsibility, initiative, interaction with faculty, staff and students, department and leadership.

11.2 The intern will meet with his or her advisor on a quarterly basis to discuss their progress. A summary of the discussion will be signed by both advisor and House Officer.

11.2.1 In the case of an unsatisfactory performance the advisor and program director will develop an action plan to guide improved performance. The action plan must include the following elements:

11.2.1.1 A list of action items to be accomplished that are detailed, clear, and aligned with a timeline

11.2.1.2 A specific date for follow-up evaluation

11.2.1.3 A description of consequences if the action items are not completed by the designated timeline.

11.3 In March of each year, the House Officer Committee will review the year's critiques. Following that review, the committee will make a recommendation to the Director of Hospital Operations of the Lloyd Veterinary Medical Center to:

11.3.1 Award a certificate upon satisfactory completion of the program.

11.3.2 Notify the intern of unsatisfactory performance and failure to successfully complete the program.

11.4 The intern will be asked to make an assessment of their program with suggestions for improvement. The evaluation form will be handed out in May or June and must be returned before completion of that year in July.

12. **House Officer Committee**

The committee is comprised of a representative of each house officer program, the VCS Head (ex officio), and the Director of the VMC (ex officio). It will be responsible for:
12.1 The selection of House Officers from the application pool (with the advice of the faculty of the sponsoring discipline)

12.2 Annual review of the House Officer’s progress (in the ninth month of each year)

12.3 Annual recommendation for reappointment of the House Officer or program completion.

12.4 Program approval, renewal, oversight and establishment of policy

13. **Employment and Benefits**

13.1 Iowa State University House Officers are classified as D base employees as either an intern or resident and as such are governed by the House Officers Handbook.

13.2 Iowa State University offers a competitive salary and a comprehensive benefit package to house officers. Full benefits are offered, including medical, dental, and a retirement.

13.2.1 All University employees are covered under ISU’s general liability protection. This would provide malpractice protection for veterinary services provided during the normal course of professional practice for the ISU veterinary teaching hospital. If you desire additional malpractice insurance and/or license defense insurance, you should obtain this from a private provider.

13.3 The annual salary for interns is approximately $26,000.00. *The salary (not a stipend) is published in the Directory of Internships and Residencies as published by the American Association of Veterinary Clinicians (www.virmp.org).* Salary is payable in monthly increments. Retirement contributions, social security, federal and state taxes are withheld from each paycheck.

13.4 As employees of the University, interns are considered full-time D-base employees and earn 16.0 hours per month of vacation/annual leave (192 hours or 24 days/year) and 12.0 hours per month of sick leave in accordance to ISU’s benefits policy.

13.4.1 Annual leave may only be taken/granted for the amount of time accrued.
13.4.2 Annual leave is to be taken when the house officer is not scheduled on clinic or emergency duty. Vacation requests must be made at least 2 weeks in advance of the desired vacation time.

13.4.3 After approval by the House Officer’s advisor, requests must be made on the standard University Leave Form reviewed by the Program Director/Coordinator and signed by the program’s Section Leader and the
Director of Hospital Operations of the Lloyd Veterinary Medical Center.  
*(see Appendix E)*

13.4.4 Accrued vacation time must be used during the term of the appointment or it will be forfeited upon termination. Vacation must not be used during the final three weeks of the term of the appointment.

13.5 A cell phone, access to a computer with internet, and a shared workspace will be provided.

13.6 The Veterinary Medical Center operates year round. The intern will share with other house officers an emergency duty rotation. The rotation will commit the intern to a share of evening, weekend and holiday duty on a scheduled basis.

13.7 Consultation Policy (Outside Employment): Concurrent employment of interns at a site other than Iowa State University, College of Veterinary Medicine during their program is allowed provided the activity is approved by the House Officer’s advisor and the program director and a CVM *Consultation Request Approval Form* is completed and approved by the department chair and the college dean prior to any consulting activities. *(see Appendix D)*

14. **Applications**

14.1 Candidates may apply for the Internship by completing:

14.1.1 A standard internship online application (V.I.R.M.P. application).

14.1.2 A statement of objectives for the internship and subsequent career goals.

14.1.3 A transcript of his/her academic record.

14.1.4 Three letters of reference from individuals currently familiar with the applicant’s professional status.

14.1.5 A curriculum vitae.

14.2 Selection is based on:

14.2.1 The above documents.

14.2.2 Interviews may be required.

14.3 For more information about this program, please contact Dr. Bianca Zaffarano, Iowa State University, College of Veterinary Medicine, Department of Veterinary
Clinical Sciences, 1809 South Riverside Drive, Ames, Iowa 50011-3619. (Telephone 515-294-4900; email: bzaff03@iastate.edu).

14.4 Iowa State University does not discriminate on the basis of race, color, age, religion, national origin, sexual orientation, gender identity, sex, marital status, disability or status as a U.S. veteran. Inquiries can be directed to the Director of Equal Opportunity and Diversity, 3680 Beardshear Hall, (515) 294-7612.

15. **Appendices**

A. Faculty in support of the Program

B. Code of Conduct & Collegiality

C. Communication Trees

D. Consultation Request

E. House Officer Leave Request (in LVMC office)

F. House Officer Case Presentation Evaluation Form

G. LVMC House Officer Seminar Evaluation Form

H. House Officer Evaluation Form

I. House Officer External Rotation Evaluation Form

J. Service Expectations

K. Other Forms
Appendix A. **Faculty in Support of the Program**

**Anesthesiology**  
Michael Curtis, DVM, PhD, Diplomate ACVAA  
Bonnie H. Kraus, DVM, Diplomate ACVS, Diplomate ACVAA  
Dean H. Riedesel, DVM, PhD, Diplomate ACVAA  
Stefano Di Concetto, DVM, MS, Diplomate ACVAA

**Cardiology**  
Jessica Ward, DVM, Diplomate ACVIM (Cardiology)  
Wendy A. Ware, DVM, MS, Diplomate ACVIM (Cardiology)

**Dermatology**  
Darren Berger, DVM, Diplomate ACVD  
James O. Noxon, DVM, Diplomate ACVIM (Internal Medicine)

**Dentistry**  
Brenda Mulherin, DVM, Diplomate AVDC

**Diagnostic Imaging**  
Kristina G. Miles, DVM, MS, Diplomate ACVR  
Elizabeth A. Riedesel DVM, Diplomate ACVR

**Emergency and Critical Care Medicine**  
April Blong DVM, Diplomate ACVECC  
Julie Riha, DVM  
Rebecca Walton, DVM, Diplomate ACVECC

**Food Animal Medicine & Surgery**  
**Hospital-based:**  
Amanda Kreuder, DVM, PhD, Diplomate ACVIM-LAIM  
Jennifer Schleining, DVM, MS, Diplomate ACVS-LA  
Joseph Smith, DVM, MPS, Diplomate ACVIM-LAIM  
Paul Plummer, DVM, PhD, Diplomate ACVIM-LAIM, Diplomate, ECSRHM  
**Field-based:**  
Patrick Gorden, DVM, ABVP (Dairy)  
Troy Brick, DVM, MS (Beef, Dairy, Small Ruminant, Swine)  
Kelly Still-Brooks, DVM, MPH, Diplomate ACVPM (Small Ruminant Production)  
Paul Plummer, DVM, PhD, ACVIM (LAIM) (Small Ruminant, Camelid, Cervid)  
Terry Engelken, DVM, MS (Beef Production)  
Grant Dewell, DVM, MS, PhD (Beef Production)  
Locke Karriker, DVM, MS, Diplomate ACVPM (Swine Program)

**Internal Medicine-LA**  
Brett Sponseller, DVM, PhD, Diplomate ACVIM-LA  
David Wong, DVM, MS, Diplomate ACVIM-LA, ACVECC  
Katarzyna Dembek, DVM, MS, PhD, Diplomate ACVIM-LA

**Internal Medicine-SA**  
Albert E. Jergens, DVM, PhD, Diplomate ACVIM (Internal Medicine)  
Chad Johannes, DVM, Diplomate ACVIM (Internal Medicine and Oncology)  
Dana LeVine, DVM, PhD, Diplomate ACVIM (Internal Medicine)  
Karin Allenspach, DrMedVet, FVH, PhD, Diplomate ECVIM (Internal Medicine)  
Jean-Sebastien Palerme, DVM, MSc, Diplomate ACVIM (Internal Medicine)
Laura Van Vertloo, DVM, MS, Diplomate ACVIM (Internal Medicine)

**Neurology**
Rodney Bagley, DVM, Diplomate ACVIM (Neurology), Department Chair (practice limited to consultation)

**Oncology**
Chad Johannes, DVM, Diplomate ACVIM (Internal Medicine and Oncology)
Margaret Musser, DVM, Diplomate ACVIM (Oncology)
Leslie E. Fox, DVM, MS, Diplomate ACVIM (Internal Medicine)

**Ophthalmology**
Rachel Allbaugh, DVM, MS, Diplomate ACVO
Gil Ben-Shlomo, DVM, PhD, Diplomate ACVO
Lionel Sebbag, DVM

**Primary Care**
Bryce Kibbel, DVM
Jennifer Scaccianoce, DVM
Bianca Zaffaran, DVM

**Surgery – SAS**
Cheryl Hedlund, DVM, MS, Diplomate ACVS
Karl Kraus, DVM, MS, Diplomate ACVS
Mary Sarah Bergh, DVM, MS, Diplomate ACVS-SA, Diplomate ACV Sports Medicine
Louisa Ho Eckart, DVM, Hons MS, Diplomate ACVS-SA
William D. Hoefle, DVM, MS, Diplomate ACVS
Eric Zellner, DVM, Diplomate ACVS-SA

**Surgery – Equine**
Stephanie Caston, DVM, Diplomate ACVS-LA
Kevin Kersh, DVM, Diplomate ACVS-LA
Larry Booth, DVM, MS, Diplomate ACVS
Alex Gillen, VetMB, MRCVS, MA, Diplomate ACVS-LA
Tamara Swor, DVM, Diplomate ACVS-LA, Diplomate ACVECC-LA (Surgical Educator)
Dane Tatarniuk, DVM, MS, Diplomate ACVS-LA

**Surgery – Food Animal**
Jennifer Schleining, DVM, MS, Diplomate ACVS-LA

**Theriogenology**
Swanand Sathe, BVSc. MVSc. MS Diplomate ACT
Tyler Dohlman DVM, MS, Diplomate ACT
Nyomi Galow-Kersh, DVM

**Others:**
Frank Cerfoli, DVM (Clinical Skills)
Anges Bourgois-Mochel (Clinical Trials)
Joyce Carnevale, DVM, MS, Diplomate ABVP (Shelter Medicine)
June Olds, DVM (Adjunct, Zoo)
Appendix B. **Code of Conduct and Collegiality**

A code of conduct is meant to help guide professionals in proper interaction with other professionals. No document can be all inclusive or specific. This list is meant to direct a professional veterinarian, or veterinary student, toward proper conduct and interactions within the hospital and college.

1. Each clinician (faculty, residents, and interns) has numerous interactions with veterinary students and should realize that they are role models for these students. Professional attire and language, and appropriate interactions with referring veterinarians are expected at all times. All clinicians must take care to never use denigrating or insulting language when referring to other veterinarians including referring veterinarians, or to students.

2. Clinicians should refer to each other and other veterinarians as “Doctor” while in the hospital and should instruct students to do the same.

3. All clinicians should strive for the best care for all patients in our hospital. It is inevitable that there will be differences of opinion as to what that best care entails. There is also the possibility that a clinician, for whatever reason, is not caring for a patient to a standard appropriate for this hospital. If a clinician feels that a patient is not cared for appropriately or to a certain standard, then that clinician should discuss their concerns with the attending clinician in a collegial manner (in private venue, not in front of colleagues or students).

4. It is appropriate to collegially discuss the care of cases in case rounds and in the presence of the attending clinician on the case. It is inappropriate to question the care of a patient by another clinician in the presence of clients, students, house officers, referring veterinarians, or attending clinicians outside of case rounds or without the presence of the attending clinician. This is a severe breach of medical ethics and may warrant corrective measures.

5. Students and clinicians come from diverse backgrounds and cultures. It is inappropriate to discuss another professional’s personal life while conducting hospital business.

6. **College of Veterinary Medicine Collegiality Policy:**

All CVM employees have a responsibility to maintain a positive workplace that is free of discrimination and harassment. Collegial interactions with all co-workers in the CVM are required. Faculty and staff are expected to model safe and fiscally responsible behavior for students, and are expected to be in compliance with established policies of the CVM and Iowa State University (including the ISU Code of Computer Ethics and Acceptable Use, biosafety regulations, OSPA, purchasing, etc.). All faculty and staff are expected to participate in the annual performance evaluation process.
Appendix C. **Communication Trees**

Personnel interactions:

- **Conflict Recognized**
  - House officer (H.O.)
  - Other person (Technician, intern, resident, faculty) Service 2

- **Conflict unresolved**
  - H.O. (Service 1) meet with
  - On-clinic service (1) faculty
  - Other person (Service 2) meet with
  - On-clinic service (2) faculty

- **Conflict unresolved**
  - On-clinic service (1) faculty
  - On-clinic service (2) faculty

- **Conflict Unresolved**
  - Service (1) Leader*
  - Service (2) Leader*

- **Conflict Unresolved**
  - Service Leaders
  - HO Chair

**HO Committee Discussion**

- **Resolution**
  - Protocol established
- **Unresolved**
  - To Director Hospital Operations (HO & hospital issues)

*Advisors are apprised when deemed appropriate.*
Client Complaint via evaluation of service or other means to Hospital Director or other Administrators:

**Problem Reported**
- Director Hospital Operations to notify House officer’s service faculty mentor & advisor

**Problem Investigated**
- Service faculty mentor meets with House Officer
- Service faculty mentor discusses with advisor

**Problem Discussed**
- Faculty Advisor meets with House Officer to discuss
- Advisor offers suggestions how to avoid similar problems in the future

**Advisor Reports**
- Episode to HO Program Director
- Outcome to Director of Hospital Operations

**Unresolved Problem**
- HO Program Director or Director of Hospital Operations reports to HO Committee Chair

**HO Committee Chair**
- No Further action or
- Committee Discussion
  - HO Committee Discussion

**Resolution**
- Protocol established
- Corrective action taken
- Continuation in program discussed

**Resolution Reported or Unresolved**
- To Dept. Head (faculty issues)
- To Director of Hospital Operations (HO & hospital issues)
Appendix D. **Consulting Request**

**Consulting Request Approval Form**

<table>
<thead>
<tr>
<th>Date of Request:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Name:</td>
<td></td>
</tr>
<tr>
<td>Proposed Date for Consulting Activities:</td>
<td></td>
</tr>
<tr>
<td>Who are you consulting for?</td>
<td></td>
</tr>
<tr>
<td>Where will you be consulting?</td>
<td></td>
</tr>
<tr>
<td>What is the purpose of the consulting activity?</td>
<td></td>
</tr>
</tbody>
</table>

**Reminder:** All full-time faculty and P&S staff are required to disclose potential conflicts of interest annually, or whenever their situation changes, whether they think they have a conflict of interest or not. Using the Access Plus system, faculty and P&S staff should go to the Employee tab and click on "COI Disclosure" and fill in the Conflict of Interest Disclosure Form. If you have any questions, please review the COI policy at [http://provost.iastate.edu/COI/](http://provost.iastate.edu/COI/)

**APPROVAL:**

Department Chair:  
Director of Hospital Operations:  
College Dean:  

**Please Note:** Must be approved by the Department Chair, Director of Hospital Operations (when applicable) and Dean prior to consulting activity.

3/24/15
Appendix E. **House Officer Leave Request (in LVMC office)**

---

**Guidelines for Scheduling Leave:**

The procedure for requesting **vacation** is as follows:

1. Determine the times/days for your absence.
2. Confirm the time and dates with your program director and advisor.
3. Fill out an Absence Request card (sample enclosed) **two weeks in advance of your planned vacation day(s).**
4. Have the card signed by your program director.
5. Give the card to the person in charge in the Hospital Director’s Office.
6. Inform the reception desk of your absence and the dates.
7. Place a red card in your message slot at the front desk indicating you are not in the clinic.

The procedure for requesting an approved **out-rotation** is similar:

1. Approved out-rotations are considered authorized leave.
2. Notify advisor and program director well in advance of your intent to participate in an out-rotation.
3. Organize the rotation with an approved program and mentor at the out-rotation location with the assistance of your advisor &/or program director.
4. Obtain final approval of the program director at least four weeks in advance of the rotation.

---

**VCS/VMC ABSENCE/OVERTIME REQUEST**

<table>
<thead>
<tr>
<th>NAME __________________________</th>
<th>DATE __________________________</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Date of Leave</td>
<td>Last Date of Leave</td>
</tr>
<tr>
<td>NUMBER OF HOURS ABSENT</td>
<td></td>
</tr>
<tr>
<td>___ Vacation Leave</td>
<td>___ Sick Leave</td>
</tr>
<tr>
<td>___ Converted Vacation</td>
<td>___ Emergency Leave</td>
</tr>
<tr>
<td>___ Comp Time Leave</td>
<td>___ Funeral Leave</td>
</tr>
<tr>
<td>___ Authorized Travel</td>
<td>___ Other</td>
</tr>
<tr>
<td>EMERGENCY PHONE NUMBER</td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME**

| ___ Comp Earned (Med Rec Required) | ___ Comp Pay Out (Med Rec Required) |

**TOTAL COMPENSATORY HOURS WORKED** __________________________

Employee’s Signature: __________________________

APPROVED: Supervisor __________________________ Date __________________________

Chair/Director __________________________ Date __________________________
Appendix F. **House Officer Case Presentation Evaluation Form**

**Case Presentation Evaluation Form**

House Officer: ___________________________________________________________

Date: ________________ Topic: ___________________________________________

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>E = excellent</td>
<td>G = good</td>
</tr>
</tbody>
</table>

**Case Selection**

- Complexity of case: ______
  
- Appropriate case follow-up: ______

**Content**

- Format of presentation (complete, logical, appropriate length): ______
  
- Use of problem-oriented approach: ______
  - (data or evidence to support important points) ______

- Knowledge of subject (well researched, accurate, comfortable, question response): ______

- Discussion (relevance, good references, accurate): ______

- Conclusions: ______

**Delivery**

- Clarity of speech (mumbles, clear, pronunciation, vocalized pauses [uh, um, well, so, etc.]): ______
  
- Rate of delivery (too fast, too slow): ______

- Eye contact (consistent, entire audience, notes): ______

- Body language/enthusiasm (nervous, relaxed, self-confidence): ______

**Effectiveness of presentation**

- Use of visual aids (spelling, wordiness, colors, clarity, appropriate images, organized): ______

- Professionalism (attire, appropriate humor, self-confident): ______

- Questions handled appropriately: ______

**Additional Comments:**

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

Evaluator: ________________________________________________________________
Appendix G. LVMC House Officer Seminar Evaluation Form
LVMC House Officer Seminar Evaluation

Presenter: ___________________________________ Date: ____________________

Audience: ____________________________________________________________________

Title/Topic: __________________________________________________________________

<table>
<thead>
<tr>
<th>Evaluation Criteria</th>
<th>Points</th>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Definition of Subject: introduction, importance, clinical significance</td>
<td>0-5 pts</td>
<td>_________</td>
</tr>
<tr>
<td>2. Organization:</td>
<td>0-15 pts</td>
<td>_________</td>
</tr>
<tr>
<td>3. Quality of material, scientific depth</td>
<td>0-15 pts</td>
<td>_________</td>
</tr>
<tr>
<td>4. Presence: Speaking ability</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Clarity</td>
<td>0-10 pts</td>
<td>_________</td>
</tr>
<tr>
<td>b. Rate of delivery</td>
<td>0-10 pts</td>
<td>_________</td>
</tr>
<tr>
<td>c. Enthusiasm, expressiveness, mannerisms</td>
<td>0-10 pts</td>
<td>_________</td>
</tr>
<tr>
<td>5. Visual aids: slides &amp; text, images, graphs</td>
<td>0-10 pts</td>
<td>_________</td>
</tr>
<tr>
<td>6. Appropriate summary?</td>
<td>0-5 pts</td>
<td>_________</td>
</tr>
<tr>
<td>7. Presentation consistent with audience level?</td>
<td>0-10 pts</td>
<td>_________</td>
</tr>
<tr>
<td>8. Questions/discussion handled appropriately?</td>
<td>0-10 pts</td>
<td>_________</td>
</tr>
<tr>
<td>Total</td>
<td>_________</td>
<td></td>
</tr>
</tbody>
</table>

Comments: ______________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
Evaluator: ________________________________
Appendix H. **House Officer Evaluation Form**

Person being evaluated: ___________________________  Date of evaluation: __________

**RATING SCALE**

<table>
<thead>
<tr>
<th>Rating</th>
<th>Criteria Evaluated</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (poor)</td>
<td>Below acceptable standards; performance consistently deficient</td>
<td></td>
</tr>
<tr>
<td>2 (fair)</td>
<td>Improvement needed to meet acceptable standards; performance is inconsistent</td>
<td></td>
</tr>
<tr>
<td>3 (acceptable)</td>
<td>Meets acceptable standards; consistent performance of job requirements</td>
<td></td>
</tr>
<tr>
<td>4 (good)</td>
<td>Above acceptable standards; performance usually exceeds job requirements</td>
<td></td>
</tr>
<tr>
<td>5 (excellent)</td>
<td>Outstanding; unquestionably above acceptable standards; performance consistently exceeds job requirements</td>
<td></td>
</tr>
</tbody>
</table>

**Rating**

- **Dependability:** Reliability, extent to which employee can be counted on to complete assigned tasks, meet position objectives, and have good attendance.
- **Motivation:** Initiative, interest and “self-starting,” enthusiastic attitude results in a high level of performance. Continued high rate of effective effort.
- **Communication Skills:** Appropriate and clear presentation of ideas verbally and in writing. Possesses the ability to effectively communicate with clients.
- **Interpersonal Relations:** Works effectively and harmoniously with others including staff, faculty, and students.
- **Team Skills:** Advances goals of team above self-interests with supportive, cooperative, and positive behavior.
- **Planning/Organizing/Problem Solving:** Determines what needs to be done, prioritizes, and plans time wisely. Completes tasks on time.
- **Work Output:** Meets job standards relative to quality and quantity of work output.
- **Judgment:** Displays effective thought, vision, creativity, and reasoning, which results in appropriate action within limits of job responsibility.
<table>
<thead>
<tr>
<th>Professionalism:</th>
<th>Maintains professional image with appropriate hygiene, appearance, language, ethical and humane behavior.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adaptability:</td>
<td>Willingly accommodates changing situations and unexpected needs of the position. Supports long-term positive change. Works towards objectives even when frustrated, discouraged, tired, or stressed.</td>
</tr>
<tr>
<td>Knowledge of Discipline:</td>
<td>Understands the fundamentals, methods, and procedures required in present job.</td>
</tr>
<tr>
<td>Technical Skills:</td>
<td>Possesses the technical skills to fulfill the needs of the position. Instills full confidence among colleagues.</td>
</tr>
</tbody>
</table>
Appendix I. **House Officer External Rotation Evaluation Form:**

<table>
<thead>
<tr>
<th>Lloyd Veterinary Medical Center</th>
<th>House Officer Evaluation for External Rotations</th>
<th>(away from ISU)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>House Officer:</strong></td>
<td><strong>Rotation Location:</strong></td>
<td><strong>Dates:</strong></td>
</tr>
<tr>
<td>ISU Faculty Advisor/Program Director:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Professional Ability</strong></th>
<th><strong>Excellent</strong></th>
<th><strong>Good</strong></th>
<th><strong>Satisfactory</strong></th>
<th><strong>Needs Improvement</strong></th>
<th><strong>Unsatisfactory</strong></th>
<th><strong>Not Evaluated</strong></th>
<th><strong>Remarks</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Theoretical knowledge</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Application of knowledge</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Technical skills</td>
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<td></td>
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<td></td>
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<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Professional Development</strong></th>
<th><strong>Excellent</strong></th>
<th><strong>Good</strong></th>
<th><strong>Satisfactory</strong></th>
<th><strong>Needs Improvement</strong></th>
<th><strong>Unsatisfactory</strong></th>
<th><strong>Not Evaluated</strong></th>
<th><strong>Remarks</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness of current literature</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Ability to make independent decisions</td>
<td></td>
<td></td>
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<tr>
<td>Attendance at seminars/rounds</td>
<td></td>
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<tr>
<td>Participations in seminar/rounds</td>
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<tr>
<td>Contribution to student education</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Personal Characteristics</strong></th>
<th><strong>Excellent</strong></th>
<th><strong>Good</strong></th>
<th><strong>Satisfactory</strong></th>
<th><strong>Needs Improvement</strong></th>
<th><strong>Unsatisfactory</strong></th>
<th><strong>Not Evaluated</strong></th>
<th><strong>Remarks</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of faculty/supervisor interaction</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Quality of intern/resident interaction</td>
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<tr>
<td>Quality of student interaction</td>
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<tr>
<td>Quality of staff interaction</td>
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<tr>
<td>Independence and initiative</td>
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<tr>
<td>Maturity</td>
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<tr>
<td>Motivation</td>
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<tr>
<td>Attitude and enthusiasm</td>
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<tr>
<td>Leadership qualities</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Hospital/Clinical Service</strong></th>
<th><strong>Excellent</strong></th>
<th><strong>Good</strong></th>
<th><strong>Satisfactory</strong></th>
<th><strong>Needs Improvement</strong></th>
<th><strong>Unsatisfactory</strong></th>
<th><strong>Not Evaluated</strong></th>
<th><strong>Remarks</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Completion of duties</td>
<td></td>
<td></td>
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<tr>
<td>Quality of work</td>
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<tr>
<td>Acceptance of service responsibilities</td>
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<tr>
<td>Work towards service objectives</td>
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<tr>
<td>Record keeping</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Communication with RDVMs</td>
<td></td>
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<tr>
<td>Communication with clients</td>
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<td></td>
</tr>
</tbody>
</table>

**Appendix J. Service Expectations:**

Please review these at [https://vetzone.cvm.iastate.edu/policies-and-documents/](https://vetzone.cvm.iastate.edu/policies-and-documents/)

**Appendix K. Other Forms:**