

DEPARTMENT OF VETERINARY CLINICAL SCIENCES

Mission

The Department of Veterinary Clinical Sciences:

Educates veterinary medical students in the art and science of clinical veterinary practice involving companion animals, food animals and exotic species.

Trains post-graduate veterinarians in the specialties of anesthesiology, internal medicine, surgery, theriogenology, and zoological medicine.

Discovers new methods to prevent, diagnose, and treat disease in animals and disseminates that information through scientific media and educational programs.

Generates income for the Veterinary Teaching Hospital and case based learning material for our students and house officers by providing 24 hour/day veterinary services.

Provides continuing education for veterinarians in Oklahoma, surrounding states, and nationally.

Provides veterinary extension programs for animal owners and producer groups in Oklahoma.

Serves as a consultation resource for veterinary practitioners.

Vision

The Department of Veterinary Clinical Sciences will:

- Excel in our commitment to educate competent, well-rounded and ethical clinical veterinarians and provide them with the necessary tools to become successful practitioners and to remain lifetime learners;
- Expand and continue our commitment to training the next generation of clinical specialists, teachers and scientists;
- Enhance animal health through the delivery of excellent clinical care, discovery-based, clinically oriented research and continued vigilance against the spread of disease;
- Recruit and retain high quality clinical faculty specialists necessary to become a modern clinical sciences department and regional referral center for clinical veterinary medicine;

- Provide administrative leadership, encouragement, facilities and resources necessary for all faculty to reach their full potential in scholarly development and enhance the national image of the Department;
- Encourage and foster collaboration across disciplines and institutional boundaries to integrate discovery and application of new knowledge; and
- Enhance our Outreach Program to become nationally recognized for high quality veterinary continuing education and veterinary extension programs.

Core Values

Excellence - We seek excellence in all our endeavors, and we are committed to continuous improvement.

Intellectual Freedom – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

Integrity – We are committed to the principals of truth and honesty, and we will be equitable, ethical and professional.

Service – We believe that serving others is a noble and worthy endeavor.

Diversity – We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

Stewardship of Resources – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

Professionalism – We are committed to treating the public, our students and colleagues in a manner becoming of the profession of veterinary medicine.

Scholarship – We are committed to the discovery, application and sharing of new basic and applied scientific knowledge.

Cooperation – We strive to always be supportive of one another in our academic and personal endeavors.

Enthusiasm – We believe enthusiasm is contagious and that it enhances our personal and professional well-being.

Goals, Critical Success Factors, Objectives and Strategies

Goal One: Our graduates will be highly valued by practitioners, academic institutions and industry because of their excellent knowledge, clinical abilities, professional ethics and problem solving skills.

Critical Success Factors:

- All DVM students employed by 3-months after graduation
- 5-10 % of DVM graduates placed in academic or private practice internships or other post-DVM educational positions
- All DVM students successfully completing licensing examinations by date of graduation

Objectives:

Objective 1.1: Provide a rich blend of cases to enhance teaching and clinical research.

Strategies:

- In addition to filling our 8 open positions, increase the number of clinical specialists by 10.
- Provide superior veterinary clinical care.
- Maintain primary, secondary and tertiary care clinical services.
- Enhance extramural funding to support case-based clinical research.

Objective 1.2: Enhance the quality of clinical instruction.

Strategies:

- With additional clinical faculty, expand the number of elective courses and rotations.
- Institute a review of all courses taught by clinical faculty to determine if they are meeting student needs.
- With additional clinical faculty, enhance the clinical techniques courses to include additional small group instruction of second and third year students.
- Organize department workshops on effective teaching and encourage/reward good teachers for mentoring others.

Goal Two: Recruit, retain and encourage the development of additional high quality clinical faculty specialists needed to become a modern clinical sciences department and effective regional referral center.

Critical Success Factors:

- All eight open faculty positions filled by June 30, 2005
- Clinical faculty numbers equal to mean of our peer institutions by June 30, 2007
- At least three clinical specialists completing the “grow our own” program by June 30, 2007 and two more in 2008
- Clinical programs established in oncology, cardiology, emergency and critical care, neurology, dermatology, dentistry and exotic/zoological/wildlife medicine.
- All clinical programs supported by at least 2 board certified specialists in that discipline
- Mean clinical faculty salaries above the mean for peer institutions by July 1, 2005
- Mean intern and resident salaries to 70 % of mean DVM starting salaries by July 1, 2006
- Increased numbers of house officers to reflect increased number of faculty
- Veterinary Teaching Hospital income increased by \$120,000 for each new faculty position

Objectives:

Objective 2.1: Improve retention and development of clinical specialists in the Boren Veterinary Medical Teaching Hospital.

Strategies:

- Increase faculty salaries at all ranks to above the mean of peer institutions through a mix of new state funds and hospital revenue.
- Provide an active and structured mentoring program for junior faculty and house officers.
- Provide both clinical educator and clinical scientist tracks for faculty appointments.
- Promote and retain faculty members based on excellence in teaching, clinical service and scholarship.
- Promote and fund sabbatical leave for tenured faculty members.
- Enhance the practice plan in the Boren Veterinary Teaching Hospital.
- Leverage new state dollars by increased hospital revenue for each new faculty position.
- Construct a new learning center to include 40 modern offices for clinical faculty members.

Objective 2.2: Increase the number of clinical specialists to the mean of peer institutions.

Strategies:

- Develop clinical specialists from within our house officer training program.

- Train clinical specialists at other institutions for future department employment.
- Increase salaries of interns and residents to be more competitive with private practice careers.
- Offer special financial incentives to third year residents to enter academic careers in the department.

Objective 2.3: Increase diversity in faculty.

Strategies:

- Target female veterinarians for academic careers.
- Target minority veterinarians for academic careers.
- Provide employment assistance for spouses.
- Encourage female and minority veterinary students and house officers to consider academic careers.

Goal Three: Enhance our national reputation among veterinary colleges through enhancement of faculty scholarship and faculty visibility at regional and national levels.

Critical Success Factors:

- College ranked in the upper 15 veterinary colleges by U.S. News and World Report
- At least 12 clinical faculty giving presentations at regional and national meetings each year
- All clinical residents giving at least one presentation at a national meeting during their residency
- All clinical residents pass specialty board examinations within two years of residency completion
- Number of peer reviewed publications increased by 10% per year for next five years
- Number of lay publications and fact sheets increased by 10% per year for next five years
- Extramural research funding increased by 10% per year for next five years
- 80% of clinical residents complete the MS degree during their residency
- Two combined residency/PhD programs in place by 2006

Objectives:

Objective 3.1: Enhance opportunities for faculty scholarship.

Strategies:

- Increase funds for case based clinical research.
- Encourage interdisciplinary research with faculty in other departments and colleges.
- Provide grantsmanship training/seminars for faculty members.
- Support continued development of joint residency/MS/PhD programs.
- With additional faculty, ensure adequate personal development time available for scholarship.

Objective 3.2: Increase faculty visibility and presentations at state, regional and national meetings.

Strategies:

- Increase travel funding for faculty attendance at professional meetings.
- Reward faculty for presentations at state, regional and national meetings.

Objective 3.3: Increase the number of faculty publications in peer reviewed and lay journals.

Strategies:

- Reward faculty for publications.
- Provide enhanced support for manuscript preparation.

- Provide adequate personal development time for manuscript preparation.

Objective 3.4: Ensure each clinical resident makes at least one presentation at a state, regional or national meeting.

Strategies:

- Provide travel funds for residents to make presentations at state, regional or national meetings.
- Require all residents to complete a research project and submit their results to a peer-reviewed professional journal.

Goal Four: Develop a comprehensive and nationally recognized food animal health, production and food safety program.

Critical Success Factors:

- Recruit a food animal health and production specialist to fill the McCasland Chair by 2005
- Provide an extensive Food Animal Health, Production and Food Safety program as an elective for interested veterinary students by 2005
- Train 10-15 students each year for positions in food animal health, production and food safety and for rural practice
- Provide an expanded post-DVM training program in food animal health, production and food safety by 2006
- Alliances established with at least one other college of veterinary medicine to enhance our food animal health, production and food safety program

Objectives:

Objective 4.1: Hire faculty member(s) recognized for leadership and abilities in food animal health, production and food safety.

Strategies:

- Utilize the McCasland Chair as a recruitment incentive for the first position.
- Provide post-graduate training programs in animal production, health and food safety.
- Develop partnerships and support from the Oklahoma Cattleman's Association, Oklahoma Veterinary Medical Association and Oklahoma State Department of Agriculture.

Objective 4.2: Develop food animal health, production and food safety program as an interdisciplinary effort across college departments and regionally with other veterinary colleges.

Strategies:

- Establish a food animal health, production and food safety planning committee for the college.