Hello from the Office of Career Management!

Classes began just yesterday, and we can already feel the energy and excitement the new school year always brings. We are looking forward to another very successful year.

One of our favorite events of the Fall Semester is our Reunion-Homecoming Networking Luncheon, and we are very fortunate to have an outstanding network of alumni willing to mentor and provide guidance for current students. We hope you will be able to join us this year! Read more about the luncheon, as well as our mock interview program, on page 2.

Also in this issue of Veterinary Career Connections, Dr. Ryan Gates ’05 shares his advice for hiring, and keeping, good associates in the Feature Story section. In Student News, current students share their summer experiences, and you can view Class of 2015 employment data. There are several employment opportunities from the Career Center and a few listed on LinkedIn, as well as information on the White Coat Ceremony and how you can help make it a memorable event for students as they begin their clinical year.

As always, our office is happy to assist you with all your career needs and we look forward to working with you for many years to come.

Amanda Fark & Kelsey Kerstetter
Reunion-Homecoming Weekend
Join Us Friday, October 9th for an afternoon of networking!

The Alumni-Student Networking Luncheon
11:30am-1:00pm
Veterinary Medicine Academic Building
Front Lawn—Reunion Homecoming Tent

Share your professional journey as a DVM with current students!

Each table will have a different career path—students will choose their area of interest and meet with those alumni.

After lunch, there will be 20-30 minutes of “Open Networking,” where students will have the opportunity to meet with all alumni.

Please register on the Reunion-Homecoming Registration Form (No cost)

We look forward to seeing you there!

Email Kelsey at Kerstetter.21@osu.edu if you have any questions.

Mock Interviews and Negotiations with Students
1:30-3:30pm
Veterinary Medicine Academic Building

One of the best opportunities for students as they begin their job search is to practice their interviewing skills! Conduct a 15-20 minute mock interview with third- and fourth-year students and offer your feedback and advice. Email Kelsey at Kerstetter.21@osu.edu if you are willing to serve as an interviewer!

Career Management Open House
3:30—4:30 p.m.
Veterinary Medicine Academic Building

Meet the Office of Career Management and learn more about how we can assist you as both an employer and job seeker.

Other Reunion-Homecoming Weekend Activities
(Registration and payment may be required)

Friday, October 9
Welcome Home Reception 5—7 p.m.

Saturday, October 10
State of the College Address 9 a.m.
Tailgate Party 9:30—11 a.m.
Homecoming Football Game 12 p.m.
Ohio State Buckeyes vs. Maryland Terrapins

For further information and to register for all Reunion-Homecoming Activities: go.osu.edu/rhw
Don’t Do a Bad Job of Hiring a Good Associate

By Dr. Ryan Gates ’05, owner of Cuyahoga Falls Veterinary Clinic in Cuyahoga Falls, Ohio

Hiring an associate can be really rewarding— but it can also be a real ordeal. You may be replacing a retiring doctor, as was my case, with the retirement of my father. You may be adding a doc to accommodate growth—congratulations! You may be looking to take yourself off the front lines for a slower pace or to spend more time on management or ownership duties. These different situations all require you as a practice owner to perform the same task: find, hire and keep great talent for your business.

1. Know your finances. Figuring out how much you can pay should take only a few keystrokes in the practice management software or a call to a good consultant. If it takes more than that, getting ready for a new hire is an excellent opportunity for you to get the practice’s finances in order. Whichever scenario has you looking for great talent, you need to have the financial management side of the practice healthy— or you’ve already tanked your odds of attracting and keeping somebody great.

I didn’t have an exact figure calculated for the total cost of paying both an experienced doctor and a new doctor while they shared the workload of a single doctor. I did have a pretty good estimate, as retiring Dr. Gates and I reviewed the numbers every day and have since day one. I’ve seen from the time I started what each of us grosses, so I had the opportunity to learn first hand the impact of hiring a new associate; it took several years for my numbers to equal my father’s. While I might have been more comfortable making offers sooner had I pulled out my TI-85 and an Excel spreadsheet, I doubt I would have calculated a significantly different salary than I got from pulling production numbers from the clinic’s practice management software.

2. Know the value of a good associate. Practice owners should consider that bringing in the right associate is worth going to the limit of their predetermined budget— for more and perhaps different reasons than you might think. It is penny wise and pound foolish to save what amounts to one or two day’s receipts when setting salary offers— and for what? You are deliberately creating an environment in which the associate feels devalued. Who wants to devalue the very asset they are buying? Collectively, the employment experiences of the author and the more than forty veterinarians consulted for this piece point to this: if you want someone to do their best for your clinic, they have to know how much you value them.

When it comes to hiring a new associate, whether a potential business partner or a short term part timer, your salary offer is your first chance to express that value— and you know what they say about first impressions!

3. Make the right offer. How does a practice owner know if their offer is going to knock a candidate’s socks off... or be a big turn-off? I was limited to local anecdote— not how an evidence based practitioner like me prefers to operate. It’s a tough spot to be in, but not nearly as tough as what was to come. My new associate was a recent graduate coming off of a very good contract, one that knocked my socks off. I worried any offer that fit my budget would be a turn-off. I started on the higher end of my offer range, and ended up a little higher still.

Does it rub me the wrong way that I paid the high end of what I had figured on? No way. I found an associate I wanted, and I felt it was a good use of the practice’s money to make sure my offer was at the top of their list. Good talent is hard to find, expensive to train, highly productive if well managed and therefore worth retaining.

Hiring and keeping top veterinary talent is not entirely under the control of the practice owner. However, practice owners put themselves in a much better position to retain excellent, productive associates by treating them as professional equals and appropriately compensating them. The cost of having to repeat the hiring process when good talent leaves is high. When we take a holistic approach to the hiring, compensation and retention of associates, everybody wins: the clinic owner, the associate and the clients.
Student News

This summer, current students participated in a variety of employment and volunteer opportunities to further their knowledge of the veterinary field and gain valuable experience for their future career. As summer draws to a close and classes begin, we asked a few students to share what they were up to this summer:

Working as a seasonal tech at a county zoo in NJ. —Angelica Otiepka, Class of 2017

I am part of the Summer Research Program and my project involves working on OSU’s One Health project in Ethiopia to eliminate canine rabies. My part of the project involves analyzing the vaccines. I was in Ethiopia for 6 weeks and went to Thailand for a week to present my research at the 3rd ICOPHAI. —Sarah Waibel, Class of 2018

I was working as a veterinary assistant, volunteering at a shelter, and completing the second half of the business minor program. —Andy Leffler, Class of 2017

Tracking and trapping Massasauga rattlesnakes and Hellbender salamanders and taking blood samples, measurements and other samples to compare their health status across an environmental gradient. —Katie Backus, Class of 2018

Room assistant in emergency clinic and I volunteered/shadowed at a humane society. —Kara Schmidt, Class of 2018

Working in the Equine ICU here at Ohio State as a student technician. I also had 3 equine externships over the span of 5 weeks in Texas. —Cally Webster, Class of 2018

If you have a part-time or summer opportunity to share with students, email cvmcareers@osu.edu or post it directly to the Career Center: osuvetjobs.org/employers
Class of 2015 Employment Data
As of June 2015, 88% of the Class of 2015 had secured employment and reported it to the Office of Career Management. The official AVMA data will be released later this fall.

Career Path
internships/residencies included

- Small Animal 62%
- Equine 11%
- Laboratory Animal 4%
- Mixed 14%
- Emergency 2%
- Gov’t/Military 2%
- Large/Farm Animal 5%

In-State vs. Out-of-State Employment
- In-State 44%
- Out-of-State 56%

Internship vs. Full-Time Appointment
- Internship Residency 32%
- Full-Time Job 68%
Job Postings from the Career Center

Employers are often seeking veterinarians with more experience than recent graduates. The Career Center is a resource for you as both an employer and a job seeker. Below are open positions:

**Associate Veterinarian—Delphos, Ohio**
http://osuvetjobs.org/jobs/7449623/associate-veterinarian

**Shelter Veterinarian—East Smithfield, PA**
http://osuvetjobs.org/jobs/7437069/shelter-veterinarian

**Veterinary Medical Director—Columbus, Ohio**
http://osuvetjobs.org/jobs/7380248/veterinary-medical-director

**Veterinarian—New Zealand**
http://osuvetjobs.org/jobs/7422746/veterinarians-new-zealand

**Veterinarian—Madison, Ohio**
http://osuvetjobs.org/jobs/7448406/experienced-veterinarian-needed

**Board-Certified Surgeon—West Hartford, Connecticut**
http://osuvetjobs.org/jobs/7448403/board-certified-surgeon-needed

**Veterinarian—New Hartford, New York**
http://osuvetjobs.org/jobs/7448400/experienced-veterinarian-needed

**Director of Shelter Medicine—Philadelphia, PA**
http://osuvetjobs.org/jobs/7448374/director-of-shelter-medicine

**Equine Veterinarian—California**
http://osuvetjobs.org/jobs/7388798/equine-veterinarian

**Managing Veterinarian—Deerfield Beach, Florida**
http://osuvetjobs.org/jobs/7428134/managing-dvm-15-000-sign-on-bonus

**Medical Director—New York, New York**
http://osuvetjobs.org/jobs/7445894/medical-director-and-staff-internist

**Veterinarian—Antioch, Illinois**
http://osuvetjobs.org/jobs/7285046/veterinarian

**Professor of Veterinary Parasitology—Montreal, Canada**
https://vet.osu.edu/sites/default/files/userimages/u77/FMV_professeur%20parasitologie_EN_07-15_5.pdf
White Coat Ceremony— the beginning of clinical year and another milestone in a student’s journey toward becoming a DVM

Friends and family came together last spring at the White Coat Ceremony to celebrate student achievement. The coats were given to incoming fourth-year students at the annual ceremony, signifying their entry into the clinical portion of the DVM program, during which time they receive their white lab coats.

The white coat is a symbol of the knowledge the students have gained during their first three years of veterinary education. These individuals have chosen to dedicate their lives to veterinary medicine and will go on to become leaders in their communities; the day they receive their white coat is a crucial step in their professional journey. The college would like to sincerely thank the 103 alumni who chose to sponsor a white coat in 2015, marking the first year of what will hopefully become a tradition at the College of Veterinary Medicine.

College of Veterinary Medicine alumni will receive a mailing at the end of September requesting their sponsorship of the 2016 White Coat Ceremony, or you may give online at: give.osu.edu/vetmedwhitecoat. Please consider joining your colleagues in supporting College of Veterinary Medicine students!

Professional Development Opportunity: “Launching Practices and Businesses that Succeed”

Join us for the:

Entrepreneur and Innovation Workshop for Nurses and Healthcare Professionals
How to Launch Practices and Businesses that Succeed

Oct. 12-13 | The Blackwell Inn and Pfahl Conference Center
on the campus of The Ohio State University

Be the Healthcare Revolution

For further details and to register: https://accell.osu.edu/entrepreneur-innovation-workshop