

# Veterinary Career Connections

OFFICE OF CAREER MANAGEMENT NEWSLETTER  
(614) 292-1556 ~ CVMCAREERS@OSU.EDU ~ VET.OSU.EDU/CAREERS

For Employers and Alumni

## Hello from the Office of Career Management!

The Spring 2017 Career Connections Newsletter focuses on strategies you can use when seeking and hiring new employees, as well as several stories featuring a recent graduate and a soon-to-be alumna. We recognize that the market is changing, and we have several events and programs aimed at helping employers with the hiring process, including the first annual Career Fair in October (see page 2).

We hope you find the information in this month's issue helpful and informative. As always, practices for sale and job postings from the career center are featured for anyone currently seeking to buy a practice or make a career change. If you have a practice for sale, please email is to [cvmcareers@osu.edu](mailto:cvmcareers@osu.edu) to be included in the next edition of *Veterinary Career Connections*.

You can always reach out directly to our office for any of your career needs by calling (614) 292-7227 or emailing [cvmcareers@osu.edu](mailto:cvmcareers@osu.edu).

We look forward to our continued partnership with you,

Amanda Fark, Director  
Kelsey Kerstetter, Career Advisor



## Inside...

**Announcements 2**

**Save the Date—1st Annual Career Fair 2**

**Understanding Today's Graduates 3**

**Career Center Feature—Resume Search 4**

**Young Alumni Corner 5-6**

**Current Student Spotlight 6**

**Practices for Sale 7**

**Job Postings 8**

## Office of Career Management

### Mission

To provide highly personalized services to students and alumni to develop their professional competence and prepare them for the successful pursuit of their veterinary career

### Vision

To empower and support students and alumni in the pursuit of their career and professional goals.

To deliver quality veterinary professionals in efficient, practical, and effective ways.

To foster meaningful connections among students, alumni, and employers.



**THE OHIO STATE UNIVERSITY**

COLLEGE OF VETERINARY MEDICINE

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## DO YOU HAVE AN ANNOUNCEMENT?

We want to hear from you about your recent accomplishments, job changes, or any other exciting alumni news. Email [cvmcareers@osu.edu](mailto:cvmcareers@osu.edu) with any updates and announcements!

*Save the Date!* October 5, 2017

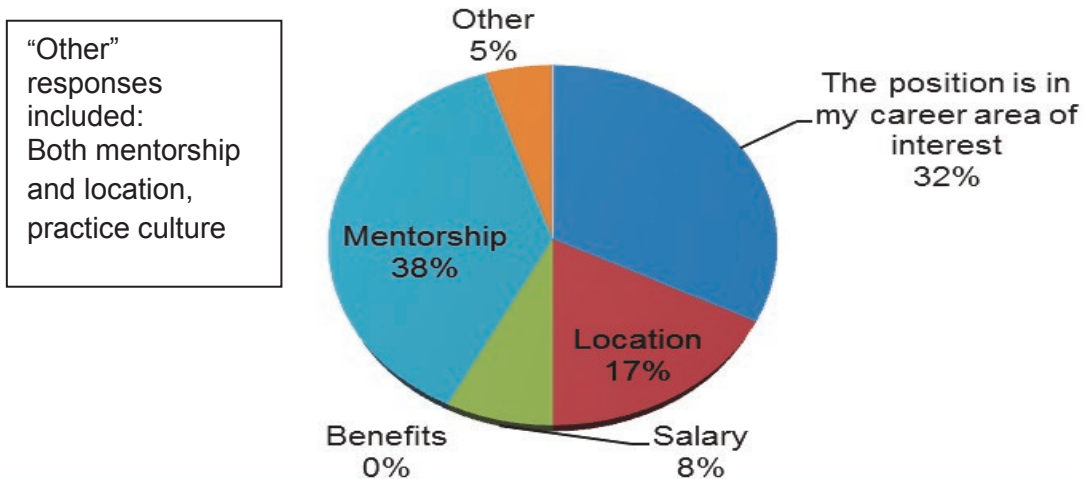
Ohio State College of Veterinary Medicine **CAREER**FAIR



## WHAT NEW GRADUATES LOOK FOR WHEN JOB SEEKING

We surveyed our fourth year students to gain insight into what exactly they are looking for as job seekers and what makes a job posting attractive. The data below shows the results of the survey. We hope you find this information helpful and can use it as a guide in hiring your next veterinary professional.

### What is the number one most important factor to you when considering a job opportunity?



#### Attractive Words & Phrases

Students read several job postings and these are the words and phrases they found appealing:

- Mentoring, Mentorship
- High-Quality Medicine
- Well-Trained Staff
- Signing Bonus
- Multi-Doctor
- Team Success
- Modern Technology
- Compassionate Client and Patient Care
- In-House Equipment (list specifics)
- Passionate, Dedicated
- A List of Benefits Offered

#### Words & Phrases to Avoid

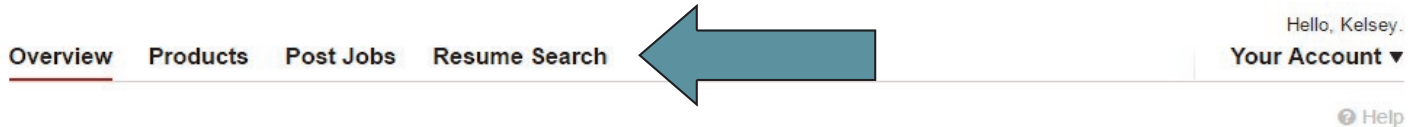
This list is what students found unappealing in the job postings they read:

- Any misspellings—this makes the job seeker feel that you do not care about the job, so why should they?
- Abbreviations
- Affordable Prices—this can be seen as “low cost medicine”
- Open Salary—list a competitive salary; know salary data and cost of living for your location
- Confidential postings—very rarely will job seekers apply for a confidential position

## Resume Search: A Recruiting Tool for Employers

Did you know you can search for resumes on the Career Center, [osuvetjobs.org](http://osuvetjobs.org)? This is another great benefit to creating an account:

1. Sign in or create your account at <http://osuvetjobs.org/employers/>
2. On the top bar, click **Resume Search**



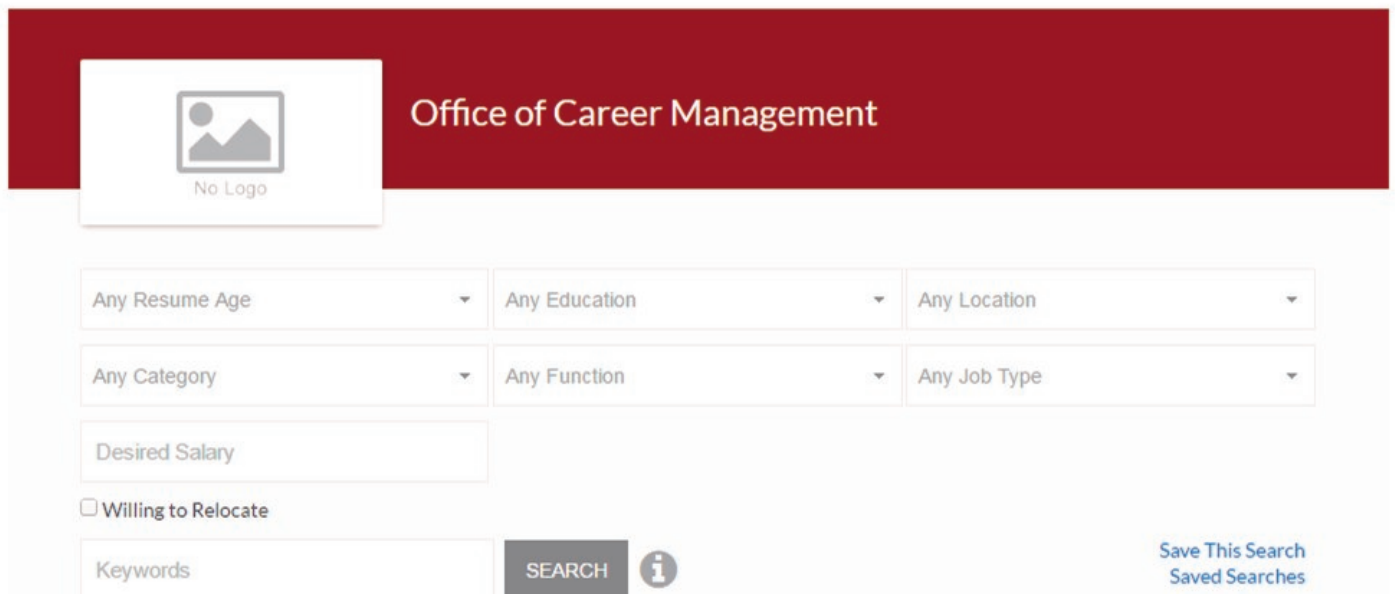
### Overview



3. Enter your criteria and hit search
4. Please Note: When you select a nationwide posting, you will have access to the entire Veterinary Career Network resume database. A free posting will give you access to Ohio State's resume database. Keep this in mind when choosing your preferred posting type.

### Resume Search

Currently you have access to OSUCVM's resume database. Access to the entire network's resume database requires an active network job posting.



## YOUNG ALUMNI CORNER

*Guest columnist Dr. Jill Dentel '16 talks about leadership and how other new graduates can become leaders in their practice.*

Leadership. It's a word that is tossed around a lot in our society, whether ranging from the workforce to the classroom. It is a word that some people embrace, but many more silently cringe whenever it's uttered. The reality is that leadership can be an uncomfortable topic. Our world has placed "leadership" on some pedestal, in to something so big, so life altering, that many people are afraid to call themselves leaders. It's become almost a hidden treasure, something many pursue in hopes that one day they'll feel worthy of the title, yet no matter how long the pursuit, that day never comes! What many of us fail to realize, is that the day we become leaders is the day we stop pursuing and decide to start living it. You don't need to change the whole world to be a leader. The truth about leadership is that even small activities of leadership are something anyone can do any, and every, day and while it may not change the entire world, it may just change one person's small world.

After speaking on the topic of leadership at Midwest Veterinary Conference a few weeks ago, a young veterinary technician approached me. She was a recent graduate and was so excited about leadership after the presentation. She told me how her technical skills weren't very good yet and she feared she really couldn't be a leader at work. I asked her a little about the practice, what went well every day and what could be better. She noted that the prescription food and over the counter products offered were not organized as well as they could be ranging from the waiting room to their storage area. Often the staff just couldn't find what they needed. With that idea in hand she realized that maybe this was somewhere she could be a leader. We spent some time talking about the problem and came up with a strategy for approaching her supervisor AND, even more importantly, presenting a plan to improve it. That one improvement won't change the entire landscape of the practice, but it could make things run a little smoother. Even more important, it could be her first step as a leader.

There are many different styles of leadership ranging from the charismatic leader who motivates with exciting and persuasive speeches, to the servant style of leadership where you grab a shovel and jump in the trenches. There is no "one size fits all" style of leadership making it imperative that each person discovers the style that fits who they are and the situation they're in. Another helpful technique for young leaders striving to make a difference in their practice, community, etc. is to set SMART Goals to help track their progress on their leadership journey.



Dr. Jill Dentel

*(continued from page 5)*

For those who aren't familiar with the pneumonic SMART Goals stands for, S = Specific, M = Measurable, A = Action-oriented, R = Realistic, and T= Timely. SMART Goals are leveraged to set goals that are attainable and measurable for both teams and individuals. It's fairly easy to set a goal, but it is another to follow the process for making SMART Goals and hold yourself accountable. SMART Goals are a tool that leaders of any age can use to help set attainable benchmarks for their own leadership styles and goals.

One of my favorite quotes surrounding leadership is "get comfortable being uncomfortable" which is a saying proudly claimed by the Navy Seals. If you can be comfortable in the uncomfortable you are one step closer to being ready for whatever life throws at you. It is also a good reminder that while we can all be leaders in our everyday life, that doesn't mean it will always be easy or comfortable. Leaders are often forced to make decisions that will be hard and just down right uncomfortable, but foresight and goals can make those decisions a little easier.

*Dr. Jill Dentel practices at Countryside Veterinary Hospital in Wauseon, Ohio and is a 2016 graduate of The Ohio State University. She enjoys equine and small animal medicine and surgery and looks forward to practice ownership in the future. Dr. Dentel spends her free time enjoying showing her Golden Retriever and Miniature American Shepherd as well as her horses.*

## VETERINARY STUDENT SPOTLIGHT

Highlighting accomplishments of soon-to-be graduates



**RACHEL CAIN '17** will be graduating this May and starting an exciting career in rehabilitation at Vet-REC Veterinary Rehab and Exercise Clinic of the Carolinas. Of her choice to pursue this unique career path, Rachel said, "I've always had an interest in orthopedics, musculoskeletal and enjoyed neurology. Rehabilitations ties them all together. It became very important to me to be able to help patients go back to full function or close to full function after procedures."

As a first year student beginning her career in veterinary medicine, Rachel thought she would pursue orthopedic surgery. "When I realized how much rehab has grown as a field, I realized that was what I actually wanted to do and I was proud of all that veterinarians have accomplished in sport medicine and rehab," she said. As a student, Rachel pursued the individualized Career Area of Interest and was President of the Integrative Medicine Club, two key facets of her education here at Ohio State that helped prepare her for this career.

When asked what she is looking forward to most about being a Rehabilitation Veterinarian, Rachel says, "Everything! My goal in life is to make a difference. This career path allows me to make a tangible difference and see a patient who can't put its leg down to finally running around, and knowing I gave them a new quality of life. A lot of dogs are euthanized for low quality of life, and if I can strengthen and make them stronger, then those owners can give them a better life. I love that I have the ability to do all that."

# Practices for Sale



**TOTAL PRACTICE SOLUTIONS GROUP**

*Veterinary Practice Sales & Appraisals*

*Kurt Liljeberg, DVM (OSU, 1982)  
33166 Lake Rd., Avon Lake OH, 44012  
Tel: (440) 933-4522 or (800) 380-6872  
Fax: (866) 813-3639  
[kurt@tpsgsales.com](mailto:kurt@tpsgsales.com)  
[www.tpsgsales.com](http://www.tpsgsales.com)*

**Practice for sale in central Ohio, southeast of Columbus – near Hocking Hills (Listing ID: OH-630)**

The hospital is a one doctor small animal exclusive practice. The current owner is looking to retire, but would work a short time to assist the buyer with the transition.

The practice has been serving the community for more than 25 years. There is no boarding or grooming.

The hospital is equipped with Iso anesthesia, dopler, 300ma X-ray, autoclave, centrifuge, dental unit, and more. There are 2 computer stations. The facilities are well maintained. There is ample parking for clients and staff. The hospital has two exam rooms with sinks. The staff is well trained. There is 1 certified veterinary technician and 4 other staff.

The practice is located in a small town community conveniently located to the nearby big city amenities of Columbus OH. The community is near the Hocking Hills area and has recreation opportunities, a strong sense of community, good schools, as well as local shopping, hospitals and medical care. Emergency and veterinary referral centers are available nearby.

A confidential agreement is needed for more information.

Contact Dr. Kurt Liljeberg of Total Practice Solutions Group at 800-380-6872, or [kurt@tpsgsales.com](mailto:kurt@tpsgsales.com).

## ownership opportunity

Great opportunity to own a quality veterinary hospital in Cambridge, Ohio. Owner will finance 100 percent of the purchase, so that you can pay as you go from the profits. The hospital is well equipped and maintains a complete inventory. You just need to walk in, and start seeing patients. Mostly, I just need to be paid eventually for the equipment and inventory. The location is ideal, with easy access, easy to find, and great exposure. There is plenty of room for parking right at the door, and no stairs. We have done top quality, full service, care for dogs and cats since 1987. If you would like to include horses or other farm animals, all that you have to do is answer the telephone. We get inquires daily for large animals, and some exotics. The staff is very reliable, honest, and knowledgeable. The real estate is available to purchase now, later, or not at all. I am willing to stay as a part-time employee for the transition, introductions, and work load. We have provided everything from boarding and nail trims to orthopedic and ophthalmic surgery. Everything is top quality, with no excuses.

Cambridge is a reasonably small city in a relaxed atmosphere. We are at the intersection of Interstate 70 and Interstate 77 which connect us with larger cities in all four directions. We are just a short drive from Columbus, Canton, Wheeling, Pittsburgh, Marietta, and Parkersburg.

I would be happy to discuss this further, and answer any questions. Call me at (740)260-6290.

*New Listing in metro community*

*Northeast of Columbus Ohio! One veterinarian small animal practice with nice real estate. Located in established community, this long standing high quality practice is well equipped with strong clientele base. This practice has great exposure with excellent frontage located on a main thoroughfare. Practice could easily expand to multiple veterinarian practice. Practice includes apartment and office rental property. Owner retiring. Excellent opportunity!*

*Contact owner at [TAPETEDVM@YAHOO.com](mailto:TAPETEDVM@YAHOO.com).*

I would appreciate your being able to post the property for sale: Below is a fairly good description of the building's interior.

It is a 2500 sq. foot brick building located at 2100 Grand Central Avenue, Vienna, W.Va

It has a waiting room with reception part.

It has 3 examine rooms.

It has office room and bath facilities.

It has separate drug supply room.

It has large surgery room with ceiling surgery lighting. Also stainless steel surgery table.

It has grooming room with high bath.

It has X-Ray room.

Plus 2 storage rooms.

It has 3 boarding rooms containing 35-40 stainless steel cages of different sizes. They are Shoreline cages.

It has 7 indoor runs.

Thank you for listing this for me. You may contact my son who is taking care of this for me.

CONTACT: MARK ARMSTRONG (304-481-7707)

## 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 looking for experienced veterinarians:

Lab Animal Staff Veterinarian

<http://osuvetjobs.org/jobs/8908200/laboratory-animal-staff-veterinarian>

Surgeon

<http://osuvetjobs.org/jobs/8929607/surgeon>

Board Certified Equine Surgeon

<http://osuvetjobs.org/jobs/8923350/board-certified-equine-surgeon>

Veterinary Associate

<http://osuvetjobs.org/jobs/8932449/veterinary-associate>

Equine Veterinarian

<http://osuvetjobs.org/jobs/8923902/equine-veterinarian>

Reproduction Veterinarian

<http://osuvetjobs.org/jobs/8921673/reproduction-veterinarian>

Associate Veterinarian

<http://osuvetjobs.org/jobs/8908167/associate-veterinarian>

Racetrack Veterinarian

<http://osuvetjobs.org/jobs/8905150/racetrack-veterinarian>



**Additional Job Postings** for experienced veterinarians can be found on the Ohio State Veterinary Alumni LinkedIn Group:

<https://www.linkedin.com/groups/Ohio-State-Veterinary-Alumni-5170406/about>

**Join the group to view and post employment opportunities!**

LinkedIn

