Further Descriptions of Qualities

1. **Motivation: Enthusiasm, determination**
   Candidate expresses and demonstrates profound enthusiasm for veterinary medicine, and in particular, small animal surgery. Has demonstrated unwavering commitment to the goal of becoming a Diplomate of the College; has made personal or professional sacrifices for this goal and has maintained enthusiasm in spite of setbacks and/or hardships.

2. **Dependability: Completion of duties, follow-up, thoroughness**
   Is always on time and present for house officer activities, including rounds, lectures, and meetings. Follows through on completion of case management and clinical rotation activities. Exhibits a “detail oriented” approach to all aspects of clinical and other duties – gets the “little extra” things done without being asked to do so.

3. **Cognizance of limitations**
   Is able to proceed with diagnostic and therapeutic management of clinical cases as expected for the candidate’s level of training, but seeks advice and assistance with more complex issues. Can be trusted to seek help and input when necessary.

4. **Professionalism, Maturity/Emotional stability**
   Has a professional demeanor at all times around faculty, staff, students, and clients. Behavior and attire are professional. Is stable emotionally and has the maturity to gain confidence of faculty, staff, students, and clients. Handles volatile clients and co-workers calmly and works to defuse stressful situations.

5. **Acceptance of criticism**
   Is able to accept suggestions and criticisms regarding case management and other duties without negative impact on professionalism and maturity. Exhibits a genuinely humble and teachable attitude in all interpersonal interactions with colleagues.

6. **Interpersonal interactions (students, staff, faculty)**
   Treats students, staff, and faculty with respect. Communicates clearly and promptly to prevent misunderstandings. When misunderstandings occur, provides clarification immediately and works to solve problems. Demonstrates genuine friendliness toward others and is concerned about their well-being, rather than being exclusively focused on self and own goals.

7. **Theoretical knowledge: Medicine, surgery, basic science**
   Has a clear understanding of the interactions of surgery, medicine, and basic science. Has the intellectual ability to be an effective teacher, leader in scientific investigation, and successfully complete the ACVS board examination.

8. **Performance under pressure**
   Is able make correct decisions quickly and definitively in critical situations. Is able to function confidently and effectively without becoming rattled in life and death situations.

9. **Attitude**
   Healthy attitude toward learning and working in a clinical environment. Comes to work with a pleasant demeanor every day and maintains this attitude despite occasional mishaps and deviations from the normal schedule. Genuinely enjoys patients and demonstrates compassion and understanding.

10. **Initiative: Self starter, can work independently**
    Anticipates needs of the service. Does not wait to be told what to do. Can be counted on to complete tasks and follow up on things without fail. Learns quickly and can apply knowledge from one situation or case to similar situations without being told.
11. Communication with clients and referring DVM
   Communicates clearly and effectively with clients and referring veterinarians. Communication is
   prompt and thorough, without being superfluous. Discharge instructions always completed prior to case being
   dismissed. Verbal and written communication with veterinarians completed by the day of discharge from the
   hospital.

12. Self confidence
   Has appropriate confidence in own knowledge and technical ability for the level of training. Is not
   lacking in confidence in ability, nor overconfident beyond candidate’s ability.

13. Clinical judgment
   Has appropriate knowledge and experience to proceed with thorough, efficient case work-ups and case
   management. Proceeds to manage cases based on the most likely diagnose(s), but has adequate clinical judgment
   to realize when inconsistencies in case presentation require additional work-up or consideration.

14. Record keeping: timeliness, quality, completeness
   Records are completed on time every day. Records contain the pertinent features regarding a case to
   the point that an individual not involved in the case could clearly understand what is happening with the patient.

15. Surgery technical ability
   Is able to suture correctly and quickly. Has appropriate respect for tissues and has gentle tissue
   handling. Handles basic instruments correctly, is an actively involved surgical assistant, anticipating the needs of
   the primary surgeon to expedite the surgical procedure. Knows the names and appropriate uses of instruments.
   When given the opportunity to perform certain procedures, does so competently and efficiently. Is able to think
   three-dimensionally.

16. Organizational and Time Management Skills
   Able to complete tasks on time and efficiently, including monotonous and tedious tasks. Has rounds
   and formal presentations completed on time.

17. Ability to manage complex medical cases
   Has adequate knowledge and clinical judgment to prioritize and treat complex medical issues.
   Knowledge base is current and of sufficient depth to have an understanding of relevant clinical, clinical
   pathologic, physiologic, and pharmacologic features of cases. Demonstrates enthusiasm and dedication to
   excellence in medical cases that is equal to surgical cases; does not “turf” medical case responsibilities.

18. Contribution to student education
   Takes an active and enthusiastic interest in teaching students, in both group and individual interactions.
   Is fair and helpful without being derogatory.

19. Quality of rounds/seminars
   Presentations are of sufficient depth to be considered at a resident or faculty level. Verbal presentations
   are clear, pleasant to listen to and free of distracting behaviors. Visual aids used are high quality and
   professional.

20. Writing skills (referral letters, manuscripts)
   Written material has the ability to clearly communicate thoughts and information in a logical manner
   that flows well. Writing is free of spelling and grammatical errors.

21. Research skills
   While candidates may or may not have had an opportunity to participate in research, candidate has the
   capability to think critically and focus on an area of interest to initiate, perform, and complete a research project.
   Has an understanding of the research method, proper and realistic design of research projects, and an
   appreciation for statistical methods. Has a genuine scientific curiosity that extends beyond the immediate
   practical application; can think creatively.