



Health Job Family: **Veterinarian Progression**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. ***A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA***

GENERIC JOB PROFILE SUMMARIES

Veterinarian INDIVIDUAL CONTRIBUTOR	Chief Veterinarian MANAGEMENT
<u>CLINICAL</u>	<u>CLINICAL</u>
Provide routine health care, including physical examinations, vaccinations, and treatment of minor illnesses for patient care for companion animals and-farm animals.	Develop and implement strategic plan; provide leadership and recruitment of clinical and auxiliary staff including developing and maintaining an efficient and cost-effective practice.
Diagnoses and provides treatment for a wide range of health conditions; prescribe medications including controlled substances, administer treatments and vaccinations; performing euthanasia as necessary.	Provide leadership in all aspects of planning and operational activities.
Provide instruction for students, interns and residents and may provide secondary supervision to technical staff	
	Formulate and implement policies and practices to achieve outstanding patient and support services while maintaining proper financial oversight.
	Oversee the establishment and maintenance of strong financial management and stewardship policies and practices for activities such as billing, receivables and collection, cash handling, inventory control including controlled substances, expenditures and financial monitoring and reporting to ensure proper control and monitoring of financial activities;
	Oversee practice manager to develop, continuously improve, and implement hospital policies, procedures, and quality standards. Ensure protocols are in place to meet compliance with external regulatory requirements and college and university policies and guidelines for clinical and non-clinical activities (e.g. finance, IT, accounting, and human resources).

Veterinarian INDIVIDUAL CONTRIBUTOR	Chief Veterinarian MANAGEMENT
Collaborate with hospital faculty in clinical research programs	Manage external relationships with referring veterinarians, owners and trainers, ensuring the highest level of client services and medical care.
LABORATORY	
Assist in the review of all animal use protocols and institutional programs involving animals in research, testing, and teaching	
Advise on the design and performance of experiments using animals as related to model selection, collection, and analysis of samples and data from animals, and methods and techniques proposed or in use.	
Maintain a program of adequate veterinary care; provide guidance and direction consisting of monitoring and assessment of animal well-being and effective management of the following: <ul style="list-style-type: none"> ○ Animal procurement and transportation ○ Preventive medicine (including quarantine, animal biosecurity, and surveillance) ○ Clinical disease, disability, or related health issues, and assessment of animal well-being ○ Protocol associated disease, disability, and other sequelae ○ Pain and distress ○ Euthanasia 	
Provide guidance and oversight to surgery programs including use of appropriate anesthetics and analgesics, and pre- and post-operative care, involving animals	
Responsible for maintaining accreditation for Cornell's animal program; ensure the university's Animal Care and Use program meet standards of care required by the <i>Public Health Service Policy on Humane Care and Use of Laboratory Animals</i> (2002) (" <i>PHS Policy</i> ") and Animal Welfare Act and Regulations (AWAR)	
Participate in the planning, design and approval of any construction or renovation involving animal facilities and facility inspections; review and approve all final plans for animal housing and procedure spaces	
Oversee all animal facilities	

JOB FACTOR PROFILE TABLE

FACTOR PROFILE	11033 VETERNARIAN, BAND H	11618 CHIEF VETERNARIAN, BAND I
MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY	Doctorate of Veterinary Medicine; 3 but less than 5 years' experience of equivalent.	Doctorate of Veterinary Medicine; 5 but less than 7 years of experience or equivalent.
IMPACT	Substantial impact	Substantial impact
CONTACTS - INSIDE	Coordinate activities Contribute to group projects	Provide Guidance Coordinate activities Contribute to group projects
CONTACTS - OUTSIDE	Providing/receiving guidance, advice or information that must be analyzed and developed by the position	Providing/receiving guidance, advice or information that must be analyzed and developed by the position
CONTACTS - STUDENTS	None given	None given

FACTOR PROFILE	11033 VETERNARIAN, BAND H	11618 CHIEF VETERNARIAN, BAND I
SUPERVISION	Provide day to day supervisory direction to employees within the department; recommend hiring and participate in performance appraisal process	Provide day to day supervisory direction to employees within the department; recommend hiring and participate in performance appraisal process
COMPLEXITY	Continually required to develop new, imaginative or innovative solutions, services, products, processes or programs Work requires conceptual and imaginative thinking in a highly complex and uncharted environment	Continually required to develop new, imaginative or innovative solutions, services, products, processes or programs Work requires conceptual and imaginative thinking in a highly complex and uncharted environment
LEVEL OF DECISION MAKING	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students
EFFECT OF DECISION MAKING	Directly affect several depts. Within a college, school, or administrative unit	Directly affect entire college, school, or administrative unit
FREEDOM OF ACTION	Little direct supervision Considerable latitude for exercising judgment and self-direct	Little direct supervision Considerable latitude for exercising judgment and self-direct
WORKING CONDITIONS	Difficult working conditions at times, including exposure to conditions which require cautious handling of animals or toxic plants, chemicals or substances requiring safety precautions, or equipment requiring constant attention. Safety gear is required in some aspects of work	Difficult working conditions at times, including exposure to conditions which require cautious handling of animals or toxic plants, chemicals or substances requiring safety precautions, or equipment requiring constant attention. Safety gear is required in some aspects of work