

General House Officer Recruitment & Selection Procedures

Fall 2010

The University of California, Davis, and the William R. Pritchard Veterinary Medical Teaching Hospital are interested in candidates who are committed to the highest standards of scholarship and professional activities, and the development of a campus climate that supports equality and diversity. The goal of the each house officer committee is to select the best candidate(s) for each available residency, internship or fellowship position. In pursuit of this goal, each selection committee is committed to the concept of fairness and impartiality in the evaluation of all applicants. To assure fairness, any member(s) of a selection committee who has served as an applicant's employer, supervisor or primary mentor, written a letter of evaluation for the house officer position, etc, or is a relative, spouse or domestic partner must withdraw from committee deliberations on that candidate.

General Evaluative Criteria for House Officer Programs:

The information obtained from the following areas should provide information about the applicant, particularly as it relates to motivation, knowledge of and experiences with animals and the profession, maturity, the rationale used in selecting a specialized area of veterinary medicine as a career and the integrity and dependability necessary for succeeding in the house officer training program and area of specialization. The significance and relative weighting of each criterion will be established by each house officer selection committee, but will remain within the following guidelines.

1) Academic Evaluation **20-50%**

Academic record (Class rank, GPA, specific course grades)
Educational quality
Advanced degrees

2) Letter of Intent/Personal Statement **10-20%**

3) References **10-30%**

Information obtained from references should reflect the candidate's overall qualities, including but not limited to: ability to function in a team environment, interpersonal relationship skills, work ethic, critical thinking skills and judgment, emotional stability and maturity level and ability to learn and accept instruction.

4) Veterinary Experience **0-30%**

The majority of house officer programs require clinical experience after graduation from veterinary school. Requirements may include internship and/or private practice experience. Quality of program and species appropriateness may also be assessed.

5) Interview

0-40%

The use and type of interviews is variable among VMTH House Officer Training Programs. Prospective applicants should check the informational webpage for each program for specifics regarding interviews. During interviews, candidates should expect to be evaluated on the following criteria: General attitude, motivation, interpersonal and communication skills, professional integrity, receptiveness to instruction, commitment to teamwork, knowledge and skill level related to the speciality.

6) Demonstrated Interest & Motivation

0-10%

Attended conferences or other continuing education related to speciality
Coauthored publications related to speciality

7) Additional Evaluative Areas

0-10%

Career goals – may include desire to remain in academia
Research experience
Other

Committee Selection for House Officer Programs:

Individual house officer selection committees will be determined by the services supporting each residency, internship or fellowship program. Committees are generally comprised of faculty from that service. Committees may also choose to include members of, or solicit input from, technical staff and/or current house officers. For residencies that span multiple services, committees may be comprised of faculty from all services responsible for the training of the house officer.

Information for Residency Programs with Large Applicant Pools

The following residency programs often receive >30 applications during each recruitment year. In such programs, all applicants meeting the minimum standards for evaluation will receive fullest consideration by the entire committee. Applicants that do not meet the minimum standards will be evaluated by one committee member to determine if extenuating circumstances merit full review by the entire committee. The minimum standards for each program can be found on the specific house officer webpage or by contacting the residency/internship/fellowship coordinator.

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| Cardiology | Small Animal Emergency Critical Care |
| Equine surgery | Small Animal Medicine |
| Neurology | Small Animal Surgery |
| Ophthalmology | Zoological Medicine |
| Pathology | |