

DEPARTMENT HEAD, CLINICAL SCIENCES

November 2024



COLLEGE OF VETERINARY MEDICINE
AND BIOMEDICAL SCIENCES
COLORADO STATE UNIVERSITY



EXECUTIVE SUMMARY

Colorado State University is seeking a visionary leader to serve as the next Department Head of Clinical Sciences in the College of Veterinary Medicine and Biomedical Sciences. This leadership position offers an opportunity to make a lasting contribution to the future of veterinary medicine and join a vibrant academic community at Colorado State University. The Department of Clinical Sciences is renowned for its excellence, and the new Department Head will be instrumental in driving innovation, as well as guiding efforts in education, research, and clinical care.

POSITION OVERVIEW

The Department of Clinical Sciences at Colorado State University offers top-tier education for veterinary students, graduate veterinarians, and the public through CSU's renowned veterinary hospitals and diagnostic facilities. With a focus on advanced medicine, compassionate care, and groundbreaking research, the Department plays a pivotal role in shaping the future of veterinary medicine. Faculty and staff provide an outstanding educational experience while advancing discoveries that benefit the health of animals and people.

The Department Head of Clinical Sciences will provide leadership and oversight to over 400 faculty members, residents, interns, and staff, guiding them in advancing the Department's educational, clinical, and research missions. The Department is organized into sections that specialize in a variety of disciplines, including anesthesiology, cardiology, oncology, neurology, and more. The Department Head will play a central role in shaping a cohesive vision for these diverse areas and ensuring excellence across all departmental activities.

Research within the Department is cutting-edge, with key areas of focus including comparative oncology, orthopedics, cardiology, and infectious diseases. State-of-the-art imaging modalities and the Diagnostic Medicine Center enhance the Department's research and clinical service capabilities. The Department Head will support these innovative programs while also fostering instructional excellence for undergraduate, graduate, and professional veterinary medical students, building on the Department's reputation for leadership in educational technology.

The ideal candidate will hold an advanced degree (e.g., DVM, BVSc, MVSc, MD, or PhD) and have a professional and academic record that qualifies them for a tenured Full Professor appointment. Applicants should have demonstrated leadership experience, strong communication skills, a distinguished academic and clinical background, and a commitment to enhancing veterinary medical education, research, and diversity, equity, and inclusion. The ability to work collaboratively with a diverse team, establish external partnerships, and effectively implement strategic initiatives is essential for success in this role.

ABOUT THE COLLEGE: LEADING VETERINARY EDUCATION, ANIMAL CARE, AND HEALTH INNOVATION

Veterinary education was part of the original CSU curriculum, and the Doctor of Veterinary Medicine Program was established in 1907. The College of Veterinary Medicine was formally established as a college in 1949 – and “Biomedical Sciences” was added to its name in 1967 to formally recognize the important research mission of the college.

Today, the college is comprised of four departments – clinical sciences (CS), biomedical sciences (BMS), environmental and radiological health sciences (ERHS), and microbiology, immunology, and pathology (MIP). The college offers undergraduate, professional, and graduate courses of study. Two undergraduate programs offer a Bachelor of Science: one in biomedical sciences (with

concentrations in anatomy and physiology, environmental public health, and microbiology and infectious disease) and the other in neuroscience (in partnership with the College of Natural Sciences).

The veterinary medical program culminates in the Doctor of Veterinary Medicine. Department-based graduate studies lead to either a Master of Science or Doctor of Philosophy, with three intensive professional master’s programs serving emerging needs of society.

The college is considered one of the top veterinary schools in the country and for several decades has been ranked in the top three by *U.S. News & World Report*. With over \$90 million in yearly research expenditures, faculty

explore a variety of pivotal issues in human and animal health via world-renowned research programs in infectious disease, orthopedics, neuroscience, cancer biology, animal reproduction, and translational medicine.

The Veterinary Health System (VHS) unites our veterinary care and diagnostic service expertise to provide a collective approach to patient care. The VHS delivers the highest levels of customer service, employee satisfaction, and advancements in medicine through clinical service, research, and innovation. As a partner of CSU’s top-ranked academic veterinary program, the clinical team works with researchers and educators to advance the future of veterinary medicine.

IN FY2023, FACULTY, STAFF, AND STUDENTS SUPPORTED:

2,700
jobs

\$176M
in labor income

\$388M
in economic input

\$90M
in annual research
expenditures

#2
ranked veterinary
school in the nation
(U.S. News & World Report)

Our mission: We improve the health of animals, people, and the planet through innovative and dedicated teaching, research, outreach, and clinical service. Through our actions, we empower the next generation of leaders to change the world.

Our vision: To lead the world in education, research, and service that transforms animal and human health

Our values: Transparency, Accountability, Collaboration, Respect, Innovation



ABOUT THE DEPARTMENT

The Department of Clinical Sciences is committed to ensuring the health and productivity of animals to meet societal needs through high-quality educational programs for veterinary students, graduate veterinarians, and the public. With a faculty and veterinary medical center of excellence, the department advances and shares comparative biomedical knowledge in an environment that fosters interdisciplinary collaboration. As a cornerstone of the College of Veterinary Medicine and Biomedical Sciences (CVMB), the department includes over 115 tenured and continuing-track faculty dedicated to teaching, research, and service. Approximately 75% of the faculty contribute to clinical services, while the remaining 25% primarily focus on research, education, or outreach, reflecting the department's growth and diversification of department goals.

In addition to faculty, the department employs over 100 staff members, an equivalent number of house officers and graduate students, as well as 150 student and non-student hourly employees. The Department of Clinical Sciences operates across several facilities, including the James L. Voss Veterinary Teaching Hospital, Livestock Hospital, Johnson Family Equine Hospital, Equine Reproduction Laboratory, Translational Medicine Institute (TMI), and the Diagnostic Medicine Center. These facilities contribute to various aspects of veterinary medicine, education, and research. Centers of excellence, such as the Flint Animal Cancer Center, Orthopedic Research Center, Preclinical Surgical Research Laboratory, and the Center for Companion Animal Diseases, further showcase the department's leadership in these fields.



The department plays a critical role in veterinary and, to some extent, undergraduate education, innovative basic and clinical research, and provides primary and specialty care for a wide range of species. This role is expanded through collaborations with regional zoological parks and will be further enhanced with the development of the Veterinary Health Education Complex on the south campus. This complex will house first- and second-year DVM students and include a Primary Care Clinic, broadening the department's impact. Additionally, through continuing education programs at the TMI, faculty and staff offer both didactic and hands-on training for veterinarians.

Given the department's complexity and diversity, flexibility, and collaboration are essential to its success. We believe that fostering a diverse and inclusive culture, while supporting all members, enhances our ability to provide high-quality education, advance knowledge and innovation, deliver exceptional patient care, and contribute to the community.



TEACHING

The department has four priority areas in teaching: Doctor of Veterinary Medicine (DVM), Clinical Sciences MS and PhD Graduate Programs, Veterinary Residencies, Internships and Externships, and a small but growing Undergraduate Program.



Doctor of Veterinary Medicine (DVM):

The DVM curriculum combines core and elective courses, offering a comprehensive program designed to equip the next generation of veterinarians with advanced knowledge and practical skills. While the curriculum shares similarities with most veterinary schools, content delivery is continuously evolving to better engage students in active learning and retention. The first two years integrate clinical reasoning and decision-making frameworks, fostering critical thinking skills necessary for diagnosing and treating complex cases.

The program emphasizes clinical skills, ethical behavior, and communication development, with additional opportunities for training in research methodology and business. The goal is to prepare students for a wide range of career paths, whether as practicing veterinarians, researchers, administrators, or leaders. Through a balanced and rigorous approach, the department ensures graduates are not only clinically competent but also adaptable to the evolving demands of the veterinary profession.

The department's faculty brings diverse expertise, covering areas such as equine, livestock, small animals, avian, exotics, and zoological husbandry, medicine, and surgery. Specialty services include anesthesia, cardiology, critical care, dentistry, nutrition, and oncology. Primary care opportunities are available through services such as community practice, equine ambulatory, and dairy field. Communication skills training is also an essential part of the curriculum, providing students with the broad exposure needed for diverse careers in veterinary medicine. Additionally, the department offers clinical training to students from affiliate programs like Ross and St. George's University.

Veterinary Residencies:

The department administers veterinary residency programs, many of which are combined with a master's degree. These programs are funded through various sources, including the college, department, donor funds, corporate sponsors, and the military. Most residency positions are filled through the Veterinary Internship and Residency Matching Program (VIRMP), although some are filled through alternative means due to unique circumstances. Colorado State University allows non-U.S. residents to participate in residency programs that include an academic degree, and the department facilitates the necessary paperwork for these students.

The department also helps administer rotating and specialty internship programs in collaboration with teaching hospitals. Overall, the department manages between 80 and 100 house officers.



MS and PhD Programs:

The Master of Science in Clinical Sciences offers two options for prospective students in various research areas:

- **Non-Thesis Option:** This is primarily chosen by students in the combined residency/MS program, requiring them to complete graduate-level coursework, a research project, and the publication of two manuscripts.
- **Thesis Option:** Students in this traditional research-based program, who may or may not hold a DVM, pursue a more focused degree.

Thesis-based MS programs are available in specialties such as cancer biology, epidemiology, immunology, and infectious diseases. The department also offers a PhD program, providing in-depth, focused training in animal health. PhD programs are available in a range of fields, including anesthesiology, cancer biology, cardiology, epidemiology, immunology, microbiology, musculoskeletal biology, orthopedics, pharmacology, reproduction, and stem cell biology.

There are currently about 17 non-resident graduate students at various stages of their programs within the Department of Clinical Sciences.

Undergraduate Teaching:

While the department's footprint in the undergraduate program is limited, it offers two online undergraduate courses: VS331 - Histology and VS333 - Domestic Animal Anatomy. Additionally, the department offers an online DVM course, VM618 - Veterinary Histology, for first-year veterinary students from the University of Alaska Fairbanks, who join the CSU class in their third year.

RESEARCH

Over the past five years, the department has seen consistent growth in both funding submissions and publications, with engagement in basic and clinical research. Although the COVID-19 pandemic caused a temporary decline in 2020, faculty have since regained momentum, leading to a significant increase in awarded grants. Funding comes from both internal and external sources, including the College Research Council, Companion Animal Center, Morris Animal Foundation, EveryCat Foundation, USDA, DOD, NIH, NSF, and through partnerships with other organizations and industry sponsors. Faculty also participate in and receive funding from the Colorado Clinical and Translational Sciences Institute at the Anschutz Medical Campus. In 2023, the department reported \$8.3 million in research expenditures.



The department provides comprehensive support for researchers throughout the pre- and post-award processes. Early-career faculty receive mentorship for grant review and study guidance, and cost-



sharing opportunities are available. The department also supports the Clinical Review Board, which collaborates with the Institutional Animal Care and Use Committee to facilitate the review and approval of clinical trials.

Several department units, centers, and teams are research-focused. These include the Pre-Clinical Surgical Research Laboratory, Flint Animal Cancer Center, Center for Immune and Regenerative Medicine, Cardiovascular Research Center, Musculoskeletal Research Program, Center for Companion Animal Studies, Laboratory for Immunotherapy, Orthopedic Research Center, and Translational Medicine Institute.



SERVICE

Effort within Colorado State University's Veterinary Health System is considered part of the service component for departmental faculty. Nationally and internationally recognized faculty from the Department of Clinical Sciences provide comprehensive patient care, offering expertise across more than 25 veterinary specialties for a wide range of animal species.

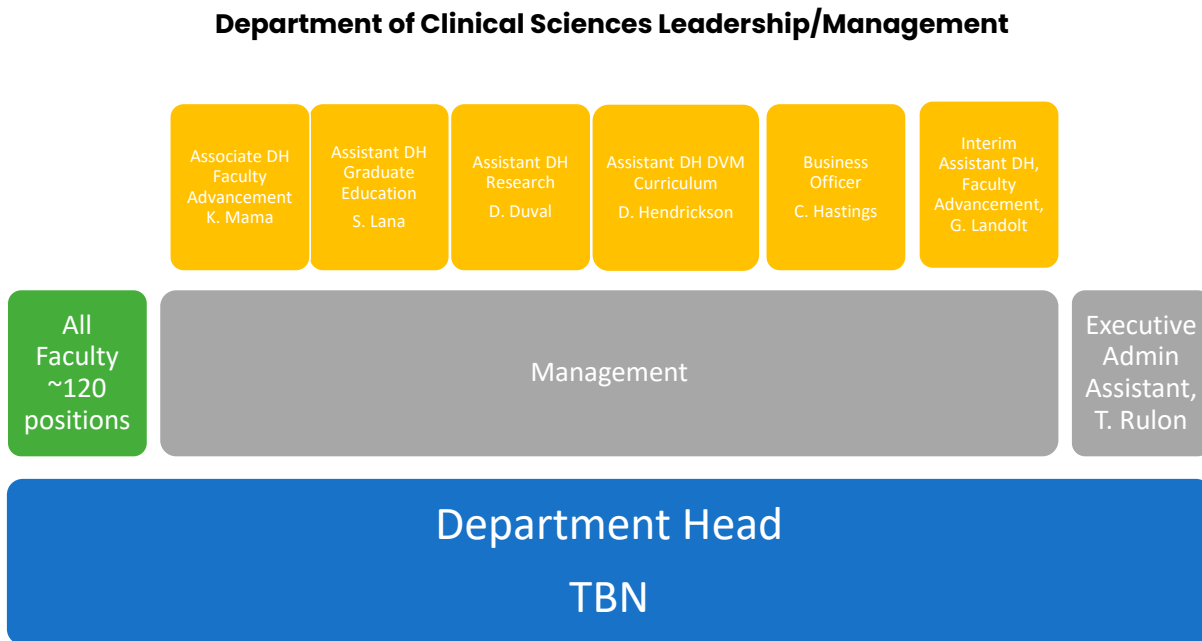
Faculty also contribute to outreach and service through various channels, including providing continuing education at regional, national, and international venues. They participate on departmental, hospital, college, university, and professional committees and engage in grant and manuscript reviews. A unique aspect of our College and Department is the in-house continuing education (CE) program hosted by the Translational Medicine Institute (TMI). This program is primarily delivered by departmental faculty, both in-person and online, and it aims to inspire and equip professionals to impact both human and animal health. Partnering with the TMI CE team, our faculty provide an unparalleled CE experience, offering over 80 courses annually on topics spanning small animal, equine, and human medicine, which serve graduate veterinarians, certified technicians, and medical professionals throughout the year.

Facilities within our Veterinary Health System form a top-tier academic center where expert veterinarians and technicians collaborate with researchers and educators to advance

veterinary medicine. This interconnected system drives innovation in diagnostics, treatment, and education, to improve both animal and public health. The integration of clinical practice with cutting-edge research allows for the development and application of state-of-the-art diagnostic testing and veterinary treatments that benefit animals and society alike.



CURRENT ORGANIZATIONAL STRUCTURE



DEPARTMENT FINANCES

The Department of Clinical Sciences is one of the largest academic departments at the University, both in size and financial scope. The department manages an annual operating budget of \$155.8 million, which includes a \$13.5 million base budget, \$8.3 million in research expenditures, \$25 million in donation funds, \$100 million in endowed gifts, \$1 million for teaching, and \$8 million from revenue-generating operations.

FUTURE PRIORITIES

With the growth and diversification of roles, along with an increased administrative burden, there is a need to expand departmental leadership and consider a revised leadership structure. Candidates are encouraged to review reports from both external reviewers and the Institute for Research in the Social Sciences (IRISS), which engaged with department faculty to identify primary needs. While some areas, such as onboarding and faculty feedback, are beginning to be addressed, new leadership is needed to guide the department through further changes, including refining the organizational structure, enhancing leadership, and supporting these efforts through resource generation.



COLORADO STATE UNIVERSITY

Colorado State University is one of the nation's top public research universities and an institution on the rise. In the last decade, CSU has produced record enrollment, built on all-time highs in student diversity and student success; record fundraising far outpacing ambitious goals; groundbreaking research driven by a highly productive faculty; a campus revitalized by a transformational building campaign; and, perhaps most important, an unrivaled learning environment where nine of 10 recent graduates say they would choose CSU again and rate their education as excellent. The University's Courageous Strategic Transformation builds on this success.



FORT COLLINS

Consistently included as one of the best places to live and work in the country, Fort Collins provides the breathtaking backdrop and home to Colorado State University.

Located on the northern end of Colorado's economically vibrant and environmentally beautiful Front Range, FoCo boasts major employers including Hewlett-Packard, Woodward, New Belgium Brewing, and OtterBox, along with parks and trails galore.



Right here in town, you will find hiking, biking, running, rock climbing, kayaking, cross-country skiing, camping and even sledding opportunities. As the home of the Horsetooth Half Marathon, dual Equinox Half Marathons, the new FORTitude 10K, and countless 5K races throughout the year, the city knows how to make fitness fun.

Fort Collins also is a cultural hub for arts and entertainment that includes CSU's world-class performing arts center, the Downtown Creative District, and a burgeoning live music scene bolstered by some of the best music festivals in the country.

