



**Guidelines for CROW's
Wildlife and Conservation Medicine
Internship Program**



Animal Health



Human Health

**CROW's Conservation & Wildlife
Medicine Program**



Environmental Health

Saving Wildlife through Care, Education and Collaboration

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The Wildlife and Conservation Medicine Internship Program Guidelines is supplemental to the Clinic for the Rehabilitation of Wildlife (CROW) Employee Handbook which is incorporated herein by reference. In the event of conflict between the Guidelines and the Handbook as it pertains to the benefits of the internship program, the Intern Guidelines will control.

1.0 INTRODUCTION

The Internship is designed to provide one year of post-DVM training in wildlife and conservation medicine. Clinical teaching facilities of the Clinic for the Rehabilitation of Wildlife (CROW) will be the primary training location. Patient load will come from wildlife cases brought into the hospital by the public or referred from local or state veterinarians. The program often works cooperatively with Florida Fish and Wildlife Conservation Commission, the Southeastern Cooperative Wildlife Disease Study (SCWDS), Ding Darling National Wildlife Refuge, US Fish and Wildlife, the Sanibel Captiva Conservation Foundation, NOAA, Mote Marine, and others on pertinent conservation medicine projects. The program will utilize the professional expertise of board certified veterinarians as well as wildlife rehabilitators, certified veterinary technicians, and other support staff or volunteers to mentor the intern.

2.0 OBJECTIVES

- 2.1 To provide the opportunity to experience advanced training in diagnostic and therapeutic techniques in wildlife medicine and surgery with a focus on conservation medicine and research.
- 2.2 To provide tutorial teaching and training in wildlife medicine and surgery.
- 2.3 To prepare the intern for residency and/or graduate study or entry into wildlife and conservation services, zoological medicine or referral veterinary services.

3.0 PREREQUISITES

- 3.1 Candidates must have a DVM or an equivalent degree.
- 3.2 Candidates should have successfully completed the National Board examination or its equivalent and a State Board examination or its equivalent if from the United States. Candidates must take and pass the Florida state boards at their own expense within one month of starting the program.
- 3.3 DEA licensure is **not** required.

4.0 CASE ROUNDS, JOURNAL CLUB/DIDACTIC ROUNDS, INTERN ROUNDS, AND SEMINAR PROGRAM

Case Rounds will occur thrice weekly (8-9 AM on M,W,F) with the hospital director. Case rounds are designed to give the intern an opportunity to discuss all clinical cases seen in that week. Students, volunteers, and CROW staff may be present. Format is informal. Evaluation will be given (see appendix A).

Journal Club/Didactic Rounds occurs twice weekly (during lunch break on T, Th) with interns and veterinary faculty and any staff or students who wish to participate. Interns or Dr. Barron may present. These rounds are designed to provide the intern an opportunity to receive or present knowledge about wildlife or conservation medicine. It also may help the intern develop clinical case oriented, retrospective, or review manuscripts for publication. Format is semi-formal. Occasionally, a hands-on lab may take the place of didactic rounds. Evaluation will be given (see appendix B).

Seminar series is designed to provide the intern with the opportunity to research and present scientific material to professional colleagues. Evaluation will be given (see appendix B). At least one seminar will be presented during the year. Presentations at veterinary conferences or at CROW's Visitor Education Center (VEC) may satisfy this requirement. At least one seminar should include a written manuscript with references in a form suitable for a publication. Format is formal and all CROW veterinarians, students, staff, and management, as well as the general public, may be present.

5.0 CLINICAL PROGRAM

The intern is expected to be on site at the hospital for a minimum 40 hour work week; generally from 8:00 AM until 5:00 PM, five out of seven days a week. However, interns should be prepared to work longer than traditional hours – a 50-60 hour work week is not uncommon. The hospital is open 365 days per year. Interns are required to work holidays if they fall on their regular schedule.

Dr. Barron is on primary emergency call during off hours. The intern will assume emergency call duty if Dr. Barron is unavailable.

The intern will assume primary case responsibility for all wildlife and resident animals at the facility with permanent veterinary staff mentoring or assuming case responsibility as need demands.

6.0 TEACHING PROGRAM

Interns will participate in the instruction of veterinary, vet tech, undergraduate students and volunteers both clinically and in giving lectures or labs as appropriate.

Interns are encouraged to attend and present at continuing education programs. Some programs at which attendance is recommended include meetings of the Assoc. of Avian Vets. (AAV), Assoc. of Reptile and Amphibian Vets (ARAV), Assoc of Exotic Mammal Vets (AEMV), American Assoc of Zoo Vets (AAZV), International Assoc for Aquatic Animal Medicine (IAAAM), American Assoc of Wildlife Vets (AAWV), and the International Sea Turtle Symposium. The intern will be excused from clinical duty for up to 5 business days annually and receive limited funds for the purpose of conference attendance/presentation at **approved** veterinary medical meetings.

The intern will be provided with a desk, computer, internet access, and software designed to facilitate accurate wildlife record keeping (www.wrmd.org).

7.0 EVALUATION – QUARTERLY

- 7.1 A written critique (see appendix C) will be provided by veterinarians, technicians and/or rehabilitators as appropriate. It will occur towards the end of each quarter. The critique will cover:
 - 7.1.1 Professional ability; to include theoretical knowledge and application of that knowledge, clinical skills, tutorial skills and scholarly activity.
 - 7.1.2 Services; including communication skills, patient care, medical record quality, emergency duty quality, and adherence to protocol.
 - 7.1.3 Personal characteristics; to include responsibility, initiative, interaction with staff, volunteers, and students, department and leadership.
- 7.2 The intern and the faculty will meet on a quarterly basis, or as necessary, to discuss evaluations and intern progress in their program. Staff or management from CROW may be invited where appropriate.

8.0 EMPLOYMENT AND BENEFITS

Under this program, the intern qualifies for a monetary stipend and limited benefits including health insurance, state licensure fees and CE money if available in the budget. The Intern will be allowed up to five business days for Paid Time Off (PTO) during the course of the internship, and up to five additional days for scholarly pursuits (Continuing Education, CE) i.e. conference attendance at an approved veterinary medical meeting, additional out-rotations at other institutions, field research, etc.

Absence from work due to an emergency/illness shall immediately be brought to the attention of the hospital director. Non-emergency absences should be scheduled and approved by the hospital director at least 30 days in advance. Approval will be granted on an individual case-by-case basis taking into consideration the reason for the absence and the needs of the hospital.

Interns are not required to live on campus, however, an on-site room in student housing is available for no cost. When staying on-site, interns must follow all of Student Housing rules which include (but are not limited to) no pets, no overnight guests, and no alcohol.

9.0 POST INTERNSHIP STUDY

If the intern is considering a residency or graduate program following completion of the internship, he/she is encouraged to consult Dr. Barron early in the program to maximize preparation.

APPENDIX A

INTERN CASE ROUNDS EVALUATION FORM

NAME: _____

Date:

Evaluator(s):

Evaluation Comments:

Complexity of cases _____

Appropriate case work-up _____

Use of problem-oriented approach _____

Patient details known _____

Educational value of presentation _____

Final Comments _____

Overall rating: Excellent

Good

Needs improvement

APPENDIX B

SEMINAR or DIDACTIC ROUNDS EVALUATION FORM

Presenter: _____ **Date:** _____

Title/Topic:

Evaluation Criteria:	Points	Evaluation
1. Definition of subject: introduction, importance, clinical significance	0-5	_____
2. Organization:	0-10	_____
3. Quality of material:	0-10	_____
4. Presence: speaking ability		
a. Clarity	0-10	_____
b. Rate of delivery	0-10	_____
c. Enthusiasm, expressiveness	0-10	_____
5. Support materials		
a. Handouts, manuscript	0-15	_____
b. Visual aids	0-5	_____
6. Appropriate summary?	0-5	_____
7. Presentation consistent with audience level?	0-10	_____
8. Questions/discussion handled appropriately	0-10	_____
Total		_____

Comments:

**Appendix C
Intern Evaluation**

Date: _____

Intern Name: _____

Evaluators: _____

	Excellent	Good	Average	Below Average
Knowledge				
Skills				
Responsibility				
Teaching				
Attitude				
Communication				

Comments: (regarding case management, skills, communications, teaching, collegiality, etc.)

Strengths:

Areas for improvement:

