

Interview Questions for SVME BOD candidates:

1) What do you know about the Society for Veterinary Medical Ethics?

- a. Great introduction by Dr Swetnam and other board members on a call a month or so ago. The mission to illuminate, discuss and provide guidelines for ethical issues arising now and in the future of veterinary medicine.

2) What about our mission and objectives excites you?

- a. The broad reach to all aspects of veterinary medicine from research to clinical practice, regulatory etc. Being inclusive in all aspects of the profession.
- b. The willingness to stand up and be the voice for those who may not be comfortable speaking up.

3) What role would you hope to play on the board?

- a. First, to learn how the board operates and communicates.
- b. Determine where my skill sets may be of the best use, if that is writing, brainstorming, seeking solutions and answers to emerging issues etc,
- c. Bring a fresh perspective and help publicize the boards purpose to the veterinary community.

4) What experience do you have in or related to veterinary or veterinary medical ethics fields?

- a. No formal duties, however in my roles as Chief Medical Officer and other level leadership roles inherently have responsibilities to lead teams with the highest standards of care –legally and ethically. “Always do the right thing even when no one is watching”.

5) What do you hope to achieve as a member of the SVME board of directors?

- a. Continue to help illuminate the important aspect of our profession.

Doctors and paraprofessionals need to know there is a source of information and someplace they can go to get information and help if they have an issue in their workplace to address. Or simply to ask, 'is this right'?

6) Do you know others in your network who may be interested in getting involved with the SVME?

- a. Potentially, I would say accessing credentialed and experienced lay staff would be helpful for the board.

7) Do you foresee any limitations that would prevent you from committing to the minimum monthly time requirements (4 hours/month) or term limits of a board position (2 years)?

- a. Not at this time, if there is a schedule to plan to work and time, should be fine. Of course, we all ask for grace for those times when something comes up short notice. But I serve on the AVMA Trust and have a 99% call attendance and 100% in person board attendance with schedules published 2 yrs out.

8) How do you see yourself getting along with and interacting with other board members?

- a. I tend to be a collaborative type of team member. I do not purport to know it all and hope to learn from everyone. I will listen a lot first...being an 'introvert' we tend to listen a lot and observe. It will be OK to ask me, 'what are your thoughts' if I don't speak up.

Please write a paragraph or two about your unique attributes and how they will help the SVME in our mission to "promote discussion and debate about ethical issues arising in and relevant to veterinary practice".

It's been an honor to be sought to join the organization that seeks to provide "encourage ethical behavior of veterinarians in all aspects of the profession". I would posit that we should expand that verbiage to include "ethical behavior of all personnel involved in the practice of, management and leadership of veterinary medicine". I believe ethical behavior--good and bad is the responsibility of everyone in the profession. This should include the owners, board members, managers, field leaders, Chiefs of Staff, Chief Medical officers. Placing the burden

solely on the veterinarians is a heavy load when they may be pressured by those above them, who are not veterinarians to cut corners.

I hope to be a voice for those members of the profession. To write on and speak on potential conflicts that can occur between employers (non DVM and other wise) and veterinary team members. To provide tactics and processes to help them address those issues when they arise. How does a regional medical director advise their team leader that the work schedule or demands placed on their teams are unreasonable and endangers patient care? Are all regulatory rules being followed or are they being asked to short circuit regulations? Being a voice and advocate for those professionals as well as others appeals to me.

Again, thank you all for the consideration and invitation to participate in this very important forum.

Regards,

Dr Pam Hale MBA JM

678 687 4891