Application process to become an approved AO VET faculty

The process of becoming a small or large animal AO VET faculty is clearly defined, from the initial application to be a **AO VET faculty candidate,** through to the fulfillment of all requirements and appointment as an **approved faculty member.** It includes the attendance at a Faculty Education Program (FEP), a significant investment from the AO Foundation and AO VET in the faculty applicant.

This process is managed through the respective AO VET Regional Boards and overseen by the AO VEC (AO VET Education Commission).

There are 4 regions, in which AO VET is represented: North America, Latin America, Asia Pacific and Europe/South Africa. Applicants must apply to be faculty in the region where they work or practice the majority of their time. If an applicant is working in a country not part of these 4 regions, an appeal for exemption can be made to be considered by a specific region.

The application process is as follows:

Prerequisites:

- Applicants must have attended an AO VET Principles Course at any time and at least one AO VET Advanced or Masters Course within the last ten years.
- Applicant must hold an active and ongoing AO VET membership
- The applicant should be a college or board-registered surgery specialist or be a regionally recognized specialist equivalent in small or large animal surgery.
- The applicant should have a clear track record of orthopaedic education and of relevant research or publications in the management of musculoskeletal disease.

With fulfillment of these prerequisites, the applicant can submit the required documents to their respective AO VET region to be considered as AO VET faculty candidate.

Documents to be submitted by the applicant:

- Current full CV that includes a list of lectures given at continuing education and scientific meetings, other relevant teaching experience and relevant professional and research presentations. The CV must demonstrate high level clinical expertise and participation and experience as an educator.
- A letter of intent that emphasises the applicant's past experiences as a surgeon and an educator, explains why they want to become an AO VET faculty and that demonstrates their commitment to excellence in their specialty
- The applicant must organise for 2 letters of recommendation to be sent to the regional Board from established AO VET faculty with whom they have shared their CV and letter of intent and have discussed their interest in becoming AO VET faculty. The referees need to vouch for the applicant's excellence and acknowledge that they are aware of the standards and responsibilities of AO faculty and that they believe the applicant will adhere to and promote those standards. Their letters should address the applicant's strengths as an educator and provide some insight into their collegiality and professionalism. These recommendation letters must be sent directly to the regional AO VET Board. Information regarding the faculty sponsors'names and affiliations must be included in the applicant's application package.

Application package must be submitted to:

- AO VET North America: Debra Goldberg: goldberg.debra@aona.org
- AO VET Latin America: Carla Vinize: carla.vinize@aofoundation.org
- AO VET Europe/South Africa: Bettina Ruff: bettina.ruff@aofoundation.org
- AO VET Asia Pacific: Iris Lam: iris.lam@aofoundation.org

On submission of the completed application package the AO VET Regional Board will review the application (annually or bi-annually depending on the region) and approve or deny the request to become AO VET faculty candidate. The decision will be communicated to the applicant.

Further steps:

- Following approval of the application as an **AO VET faculty candidate** by the AO VET Regional Board, the applicant will be invited to teach at one to two appropriate-level AO VET events. Invitations will be extended by a regional chair at the direction of the Regional Board, depending on course availability and faculty needs.
- During these teaching events, two AO VET faculty members appointed by the Regional Board will serve as evaluators and assess the candidate's teaching performance. Structured feedback will be provided to both the candidate and the Regional Board.
- After evaluations at one or two AO VET courses, the Regional Board will review the feedback during its bi-annual meeting and make a recommendation to the AO VEC regarding the candidate's eligibility to attend the Faculty Education Program (FEP).
- Upon successful completion of the FEP the candidate status will be changed to **AO VET approved faculty.** This decision will be communicated to the candidate by the AO VEC
- Participation in the FEP is subject to course availability and regional needs. A waiting period may apply.
- While awaiting participation in the FEP, the candidate may continue to teach regionally as an AO VET faculty candidate, provided they maintain an active AO VET membership.

Mark Glyde
Chair AOVEC
College of Veterinary Medicine | School of Veterinary and Life Sciences
Murdoch University
Australia
m.glyde@murdoch.edu.au