

CURRICULUM VITAE

Chad R. Brown, DVM

CURRENT ADDRESS

Lloyd Veterinary Medical Center
Iowa State University College of Veterinary Medicine
1809 South Riverside Drive, Ames, IA 50011

ACADEMIC RECORD

2001 **D.V.M., Purdue University**
Graduate with Honors, Mixed-Animal Track

ACADEMIC WORK EXPERIENCE

Nov 2024-Present	Executive Director of Hospital Operations, Clinical Associate Professor, Lloyd Veterinary Medical Center, Iowa State University College of Veterinary Medicine, Ames, IA
Aug 2020-Nov 2024	Director of Veterinary Nursing Programs (VNRS/VNDL) Clinical Associate Professor, Department of Veterinary Administration, Purdue University College of Veterinary Medicine, West Lafayette, IN
Mar 2015-Jun 2020	Associate Professor/Medical Director, Veterinary Technology, Department of Allied Health Sciences, Mountwest Community & Technical College, Huntington, WV
Mar 2008-Mar 2011	Instructor/Medical Director, Equine Studies, Ohio University Southern Campus, Ironton, OH

Private Practice and Business Experience

May 2008-Mar 2020	MT Global Ecommerce, LLC, President/Founder
Nov 2007-Jan 2016	Brown Veterinary Services, PLLC, Wayne, WV President/Founder/Veterinarian
Jan 2002-Oct 2007	Veterinary Livestock Services, LLC, Huntington, WV President/Founder/Veterinarian
Jun 2001-Oct 2007	Animal Care Clinic, Huntington, WV Associate Veterinarian/Hospital Administrator

Certificates

2024	Omicron Chapter of Phi Zeta
2022	Basic Mediation Certificate Completion, Purdue University
2022	American Association of Veterinary Medical Colleges Leadership Academy Graduate

Qualifications / Skills Gained

- **Veterinary Expertise** – Broad clinical foundation in both small and large animal medicine, developed through decades of practice, teaching, and hospital oversight.
- **Executive and Operational Leadership** – Proven ability to lead large, complex veterinary teams; manage budgets; and drive service-level improvements in academic hospital settings.
- **Curriculum Innovation and Educational Leadership** – Experienced in course design, faculty mentoring, and leading educational transformation across veterinary nursing and DVM programs.
- **Strategic Communication and Stakeholder Engagement** – Skilled in navigating high-stakes communication with faculty, students, staff, clients, legal counsel, and institutional leadership.
- **Service Integration and Interdepartmental Coordination** – Strong aptitude for aligning clinical teams to improve efficiency, reduce burnout, and enhance patient care across specialties.
- **Crisis Management and Emergency Preparedness** – Led institutional planning and execution of emergency responses for infectious disease outbreaks and student safety incidents.
- **Financial and Data-Driven Management** – Experienced in financial modeling, AI-assisted planning, and sustainability analysis for hospital operations and clinical services.
- **Governance and Institutional Strategy** – Led development of advisory boards and funding models to support strategic growth and external engagement.
- **Client Relations and Risk Mitigation** – Adept at resolving complex client concerns with professionalism and protecting institutional integrity.
- **Commitment to Innovation, Ethics, and Animal Welfare** – Values forward-thinking solutions, transparency, and the highest standards of care and professionalism.

Veterinary Licenses

2024–Present: Iowa

2020–2024: Indiana

2001–2020: West Virginia, Ohio, Kentucky

Memberships in Academic, Professional, and Scholarly Societies

2024–Present: Iowa Veterinary Medical Association

2020–2024: Indiana State Veterinary Medical Association

2001–Present: American Veterinary Medical Association

2001–Present: USDA Accredited Category II Veterinarian

2015–2024: Association of Veterinary Technician Educators

2001–2020: Ohio, Kentucky, and West Virginia Veterinary Medical Associations

ENGAGEMENT

Regional and State

1. *“Evolving Veterinary Technology Education: An Expert’s Perspective,”* Vet Tech Colleges. (2023)
2. *“Successful implementation of distance learning in the veterinary industry and how it can enhance your workforce,”* VNDL Roadshow, SWIVMA Meeting, October 2023
3. *“Successful implementation of distance learning in the veterinary industry and how it can enhance your workforce,”* VNDL Roadshow, CIVMA Meeting, October 2023
4. *“Successful implementation of distance learning in the veterinary industry and how it can enhance your workforce,”* VNDL Roadshow, Valparaiso IVMA Meeting, October 2023
5. *“Successful implementation of distance learning in the veterinary industry and how it can enhance your workforce,”* VNDL Roadshow, Huntington IVMA Meeting, October 2023
6. *“Utilizing your veterinary technician to their fullest capacity,”* Seymour IVMA Meeting Keynote Speaker, November 2022
7. *“Utilizing your veterinary technician to their fullest capacity”* SIVMA Meeting Keynote Speaker, October 2022
8. *“What the CIVMA and the Purdue Veterinary Nursing Programs can do to address the veterinary technician/nursing crisis?”* CIVMA Meeting Keynote Speaker, June 2022
9. *“On-campus versus online: A unique perspective of a Veterinary Technician/Nursing Program with both options,”* Care Veterinary Center Staff Seminar, March 2022
10. *“Be The Change – Professionalism Begins in School,”* Gaston Veterinary Technology Program Student Seminar, March 2022
11. *“Pepto won’t fix this! Small animal GI disease every RVT should know, part I,”* West Virginia Veterinary Medical Association (WVVMA) Winter Meeting, January 2020
12. *“Pepto won’t fix this! Small animal GI disease every RVT should know, part I,”* WVVMA Winter Meeting, January 2020
13. *“Be your clinic’s go-to anesthesia technician, part I,”* Potomac Regional Veterinary Conference, October 2019
14. *“Be your clinic’s go-to anesthesia technician, part II,”* Potomac Regional Veterinary Conference, October 2019
15. *“Smelly tech, smelly tech- 10 GI diseases every RVT/LVT should know, part I,”* Potomac Regional Veterinary Conference, October 2019
16. *“Smelly tech, smelly tech- 10 GI diseases every RVT/LVT should know, part II,”* Potomac Regional Veterinary Conference, October 2019
17. *“Fill a need – Add small ruminants to your small animal practice,”* Virginia LVT Conference, February 2019
18. *“Be your clinic’s go-to anesthesia technician, part I,”* Virginia LVT Conference, February 2019

19. *"Be your clinic's go-to anesthesia technician, part II,"* Virginia LVT Conference, February 2019
20. *"Be your clinic's go-to anesthesia technician, part I,"* Virginia LVT Conference, February 2019
21. *"Be your clinic's go-to anesthesia technician, part I,"* WVVMA Winter Meeting, January 2019
22. *"Be your clinic's go-to anesthesia technician, part II,"* WVVMA Winter Meeting, January 2019
23. *"Fill a need – Add small ruminants to your small animal practice,"* WVVMA Winter Meeting, January 2019

Local

1. *"Filling a Need – Adding Small Ruminants to a Small Animal Practice,"* Purdue Veterinary Nursing Symposium, March 2022
2. *"Thinking Outside the Box – Utilizing RVTs in a Bovine Practice,"* Purdue Veterinary Nursing Symposium, March 2022

University

3. *Panelist – Role of Clinical Faculty at Purdue,"* Purdue Libraries and School of Information Technologies Retreat, August 2023

Committee Service (Including Appointed or Elected Offices)

National

2021-2024	Competency-Based Veterinary Technician Education (CBVTE)
2022-2024	DVM Pilot Training in Team-Based Veterinary Healthcare (Founder/Advisory Council)
2021-2024	VT/VN Residential Program Director's Task Force (Founder/Chair)
2021-2024	VN/VT Online Program Director's Task Force (Founder/Chair)

State

2021-2024	Huntington University Dual Degree (Animal Health/Purdue VNDL) (Advisory Board Member)
2021-2024	West Virginia Veterinary Medical Association (Board Member)

University

Purdue University

2021-2024	Purdue Undergraduate Curriculum Council (UCC) (Chair, 2023-Present; Chair-Elect, 2022-2023)
2021-2024	Purdue Honors College
2021-2024	Purdue Online Academic Leads
2021-2024	Grandparent's University – College of Veterinary Medicine Chair 2023
	Purdue Murphy Awards Selection
2021	Search Committee, Senior Managing Director Professional, Continuing, & Online Education Purdue University, College of Veterinary Medicine

College

Iowa State University College of Veterinary Medicine

2024–Present	CVM Executive Cabinet
2024–Present	CVM Cabinet
2024–Present	LVMC Advisory Board (Founding Organizer and Executive Liaison)
2024–Present	LVMC Infectious Disease Control Committee (IDCC)
2024–Present	LVMC Finance Operations Team (Lead)
2024–Present	LVMC Service Leaders (Lead)

Purdue University College of Veterinary Medicine

2021-2024	Purdue Veterinary Medicine (PVM) Senior Leadership
2021-2024	PVM Strategic Governance

2021-2024	PVM Administrative Council 2021-
2024	PVM Diversity Action
2021-2024	PVM DVM Admissions Sub-Committee
2021-2024	Purdue Institutional Animal Care and Use Committee (IACUC) (Principal Investigator (PI) for Five VN Protocols)
2021-2024	Animal Disease Diagnostic Laboratory (ADDL) Strategic Planning Committee

Department / Iowa State College of Veterinary Medicine

Veterinary Clinical Sciences (VCS)

2024–Present Department Advisory Council (DAC)

Department / Purdue College of Veterinary Medicine

VETERINARY ADMINISTRATION (VAD)

2021-2024	Purdue Veterinary Nursing (PVN) Admissions Committee (Chair, 2020-Present)
2021-2024	PVN Curriculum Committee (Chair, 2020-Present) 2021-
2024	PVN Advisory Committee (Chair, 2020-Present) 2021-
2024	DVM Admissions Sub-Committee
2023	Search Committee Chair, VN Administrative Assistant Position Purdue University, College of Veterinary Medicine
2022	Search Committee Chair, VN Instructional Technologist Position Purdue University, College of Veterinary Medicine
2022	Search Committee Chair, VN Instructional Technologist Position Purdue University, College of Veterinary Medicine
2022	Search Committee, VN Academic Advisor Position Purdue University, College of Veterinary Medicine
2021	Search Committee Chair, VN Administrative Assistant Position Purdue University, College of Veterinary Medicine

2020 Search Committee, VN Instructional Technologist Position
 Purdue University, College of Veterinary Medicine

Meetings and Courses Attended

2025 Companion Animal Antimicrobial Stewardship Workshop, Raleigh, NC
2025 American Association of Veterinary Clinicians Director's Meeting,
 Atlanta, GA
2025 Iowa Veterinary Medical Association Winter Conference, Prairie
 Meadows, IA
2024 Indiana Veterinary Medical Association Meeting, IN
2023 Leadership in Higher Education, Orlando, FL
2023 PVM Fall Conference, West Lafayette, IN
2023 AVTE Conference, Palm Springs, CA
2023 Western Veterinary Conference (WVC), Las Vegas, NV
2022 PVM Fall Conference, West Lafayette, IN
2022 AVTE Conference, Philadelphia, PA
2022 Fetch Conference, San Diego, CA
2021 Purdue ADVANCE/OVPEC Faculty Search Committee Workshop

LEARNING

Academic Partnerships

Huntington University

- 2023 – Present: Dual Degree Created (Co-Founder) – Purdue Veterinary Nursing Distance Learning (VNDL) AAS & Huntington University BS Animal Health
- 11 students enrolled Fall 2023; 25 new students projected in Fall 2024

Courses Taught

Iowa State University

Course Title	Course Number	Credit Hours	Responsibility	Approx. No. of Students	Contact Hours			Years
					Lect	A&I	Lab	
Veterinary Practice Management and Organization	VDPAM 7409	2	Instructor of Record	39	27.5			Begin Fall 2025

Purdue University

Course Title	Course Number	Credit Hours	Responsibility	Approx. No. of Students	Contact Hours			Years
					Lect	A&I	Lab	
Undergraduate Courses								
Introduction to Veterinary Nursing	VM 20100	1.5	Instructor of Record Guest Lecturer	32	6			2020-Present
Occupational and Public Health I - VN	VM 24100	1	Instructor of Record	32				2020-Present
Clinic Rotations I - VN	VM 24300	1.5	Instructor of Record	32				2020-Present
Clinic Rotations II - VN	VM 24300	1.5	Instructor of Record	32				2020-Present

Clinic Rotations III - VN	VM 24900	3.5	Instructor of Record	32				2020-Present
Lab Animals & Nursing of Non- Traditional Pets	VM 32300	2	Instructor of Record	32				2020-Present
Clinic Rotations IV – VN	VM 34300	5	Instructor of Record	32				2020-Present
Management I – VN	VM 34500	1.5	Instructor of Record Guest Lecturer	32	1.5			2020-Present
Clinic Rotations V – VN	VM 34300	5	Instructor of Record	32				2020-Present
Integrations – VN	VM 34210	2	Instructor of Record Guest Lecturer	32	8			2020-Present
Occupational and Public Health II - VN	VM 44100	1	Instructor of Record	32				2020-Present
Management II - VN	VM 44200	1.5	Instructor of Record Instructor Guest Lecturer	32	22.5 22.5 1.5			2020-Present
Clinic Rotations VI – VN	VM 44300	2	Instructor of Record	32				2020-Present
Veterinary Nursing Career Exploration	VM 10800	1	Instructor of Record Guest Lecturer	24	2			2020-Present
Understanding Animal Disease-DL	VM 24800	2	Instructor of Record	16				2020-Present
Laboratory Animal Management - VN	VM 36500	3	Instructor of Record	5				2020-Present
Animals In Emergencies- Disaster Management	VM 45000	1	Instructor of Record	3				2020-2023
Contemporary Topics In Life Skills	VM 45100	1	Instructor of Record	3				2020-2023
Managing Human Resources In Veterinary Medicine	VM 45200	1	Instructor of Record	3				2020-2023
Equine Behavior For The Veterinary Nurse	VM 45500	1	Instructor of Record	5				2020-Present

Veterinary Nursing Learning Community	VM 10900	1	Instructor of Record Guest Lecturer	24	1			2020-Present
Understanding Animal Disease-DL	VM 24800	2	Instructor of Record	16				2020-Present
Laboratory Animal Management - VN	VM 36500	3	Instructor of Record	5				2020-Present
Animals In Emergencies- Disaster Management	VM 45000	1	Instructor of Record	3				2020-2023
Contemporary Topics In Life Skills	VM 45100	1	Instructor of Record	3				2020-2023
Managing Human Resources In Veterinary Medicine	VM 45200	1	Instructor of Record	3				2020-2023
Equine Behavior For The Veterinary Nurse	VM 45500	1	Instructor of Record	5				2020-Present
Veterinary Nursing Learning Community	VM 10900	1	Instructor of Record Guest Lecturer	24	1			2020-Present
Physiology I - DL	VM 13500	1	Instructor of Record	75				2022-Present
Physiology II - DL	VM 13600	1	Instructor of Record	75				2022-Present
Clinical Pathology - DL	VM 25001	2	Instructor of Record	75				2022-Present
Surgical Nursing - DL	VM 14700	1	Instructor of Record	50				2020-Present
Clinical Pathology Mentorship - DL	VM 22700	2	Instructor of Record	15				2020-Present
Diagnostic Imaging Mentorship II - DL	VM 21600	1.5	Instructor of Record	12				2020-Present
Veterinary Technology Senior Project	VM 44500	4	Instructor of Record Instructor	32	60 60			2020-2022
VN Techniques for the Normal Animal	VCS 22100	4	Guest Lecturer	32	4			2020-Present

Small Animal Nursing I	VCS 22400	2	Guest Lecturer	32	4			2020-Present
Understanding Animal Disease-DL	VM 24800	2	Instructor of Record	16				2020-Present
Laboratory Animal Management - VN	VM 36500	3	Instructor of Record	5				2020-Present
Animals In Emergencies- Disaster Management	VM 45000	1	Instructor of Record	3				2020-2023
Contemporary Topics In Life Skills	VM 45100	1	Instructor of Record	3				2020-2023
Managing Human Resources In Veterinary Medicine	VM 45200	1	Instructor of Record	3				2020-2023
Equine Behavior For The Veterinary Nurse	VM 45500	1	Instructor of Record	5				2020-Present
Veterinary Nursing Learning Community	VM 10900	1	Instructor of Record Guest Lecturer	24	1			2020-Present
Physiology I - DL	VM 13500	1	Instructor of Record	75				2022-Present
Physiology II - DL	VM 13600	1	Instructor of Record	75				2022-Present
Clinical Pathology - DL	VM 25001	2	Instructor of Record	75				2022-Present
Surgical Nursing - DL	VM 14700	1	Instructor of Record	50				2020-Present
Clinical Pathology Mentorship - DL	VM 22700	2	Instructor of Record	15				2020-Present
Diagnostic Imaging Mentorship II - DL	VM 21600	1.5	Instructor of Record	12				2020-Present
Veterinary Technology Senior Project	VM 44500	4	Instructor of Record Instructor	32	60 60			2020-2022
VN Techniques for the Normal Animal	VCS 22100	4	Guest Lecturer	32	4			2020-Present

Understanding Animal Disease-DL	VM 24800	2	Instructor of Record	16			2020-Present
Laboratory Animal Management - VN	VM 36500	3	Instructor of Record	5			2020-Present
Animals In Emergencies- Disaster Management	VM 45000	1	Instructor of Record	3			2020-2023
Contemporary Topics In Life Skills	VM 45100	1	Instructor of Record	3			2020-2023
Managing Human Resources In Veterinary Medicine	VM 45200	1	Instructor of Record	3			2020-2023
Equine Behavior For The Veterinary Nurse	VM 45500	1	Instructor of Record	5			2020-Present
Veterinary Nursing Learning Community	VM 10900	1	Instructor of Record Guest Lecturer	24 1			2020-Present
Physiology I - DL	VM 13500	1	Instructor of Record	75			2022-Present
Physiology II - DL	VM 13600	1	Instructor of Record	75			2022-Present
Clinical Pathology - DL	VM 25001	2	Instructor of Record	75			2022-Present
Surgical Nursing - DL	VM 14700	1	Instructor of Record	50			2020-Present
Clinical Pathology Mentorship - DL	VM 22700	2	Instructor of Record	15			2020-Present
Diagnostic Imaging Mentorship II - DL	VM 21600	1.5	Instructor of Record	12			2020-Present
Veterinary Technology Senior Project	VM 44500	4	Instructor of Record Instructor	32 60 60			2020-2022
VN Techniques for the Normal Animal	VCS 22100	4	Guest Lecturer	32	4		2020-Present
Small Animal Nursing I	VCS 22400	2	Guest Lecturer	32	4		2020-Present
Large Animal Nursing I	VCS 22500	2	Guest Lecturer	32	4		2020-Present
Foundations of Instruction For Allied Health Professionals	VM 36700	1	Instructor of Record	5			2020

Foundations of Instruction For Allied Health Professionals	VM 36700	1	Instructor of Record	5				2020
Professional Courses								
Applications & Integrations	VM 82000	3	Tutor Oral Examiner	7 9		20 8		2020-2023
Applications & Integrations	VM 83000	3	Tutor Oral Examiner	7 9		20 8		2020-2023 2020- Present
Applications & Integrations	VM 86000	3	Oral Examiner	9		8		2020- Present
Current Issues in Veterinary Medicine	VM 82500	0	Guest Lecturer	255	1.5			2023- Present

Mountwest Community and Technical College

Course Title	Course Number	Credit Hours	Responsibility	Approx. No. of Students	Contact Hours			Years
					Lect	A&I	Lab	
Undergraduate Courses								
Veterinary Nursing III	Vet 230	2	Instructor	15	30			2015-2020
Veterinary Nursing III Lab	Vet 230L	1	Instructor	15			45	2015-2020
Veterinary Anesthesia	Vet 245	2	Instructor	15	30			2015-2020
Veterinary Anesthesia Lab	Vet 245L	1	Instructor	15			30	2015-2020
Veterinary Nutrition and Disease	Vet 250	3	Instructor	15	45			2015-2020
Veterinary Surgery	Vet 255	2	Instructor	15	30			2015-2020
Veterinary Surgery Lab	Vet 255L	1	Instructor	15			30	2015-2020
Veterinary Office Technician Procedures	Vet 235	2	Instructor	15	30			2015-2020
Veterinary Emergency & Critical Care	Vet 265	2	Instructor	15	30			2015-2020
Veterinary Emergency & Critical Care Lab	Vet 265L	1	Instructor	15			30	2015-2020
Small Animal Vet Dentistry	Vet 275	2	Instructor	15	30			2015-2020
Small Animal Vet Dentistry Lab	Vet 275L	1	Instructor	15			30	2015-2020
Veterinary Technology (VTNE) Seminar	Vet 290	2	Instructor	15	30			2015-2020
Veterinary Technology Externship	Vet 295	5	Instructor	15	25			2015-2020

Ohio University

Course Title	Course Number	Credit Hours	Responsibility	Approx. No. of Students	Contact Hours			Years
					Lect	A&I	Lab	
Undergraduate Courses								
Equine Nutrition	EQU 1070	3	Instructor	12	36			2008-2011
Equine Anatomy & Physiology	EQU 2071	3	Instructor	12	36			2008-2011
Equine Lameness & Conditioning	EQU 2072	3	Instructor	12	36			2008-2011
Equine Reproduction	EQU 2073	3	Instructor	12	36			2008-2011

Academic Mentorship & Advising

Purdue University College of Veterinary Medicine (2020–2024)

Year	DVM Student Advising	DVM Practice Team Coaching	Veterinary Nursing Student Advising
2020	—	—	~12 students (Class of 2024)
2021	—	—	~18 students (Classes of 2024–2025)
2022	2 students (Class of 2024)	—	~20 students (Classes of 2025–2026)
2023	5 students (Classes of 2025–2026)	8 students (Class of 2026)	~22 students (Class of 2026)
2024	2 students (Class of 2027)	8 students (Class of 2027)	~20 students (varied classes)
Total 9 students	16 students		~72 students

Instructional Grants

From Internal Sources

1. Agency/Title of Grant: Purdue University Online (PUO) Best in Class Grant

2. Duration of Funding (Dates): Summer 2022

3. Total amount of award: \$9,200

4. Your role: Key Personnel/Director of Veterinary Nursing Distance Learning Program

1. Agency/Title of Grant: PUO Best in Class Grant

2. Duration of Funding (Dates): Fall 2022

3. Total amount of award: \$61,000

4. Your role: Key Personnel/Director of Veterinary Nursing Distance Learning Program

1. Agency/Title of Grant: PUO Undergraduate Online Course Development Grant

2. Duration of Funding (Dates): Spring 2023

3. Total amount of award: \$61,000

4. Your role: Key Personnel/Director of Veterinary Nursing Distance Learning Program

1. Agency/Title of Grant: PUO CoPilot Program Grant

2. Duration of Funding (Dates): Summer 2023

3. Total amount of award: \$24,400

4. Your role: Key Personnel/Director of Veterinary Nursing Distance Learning Program

Publications

AAVMC Competency-Based Veterinary Education - Nursing Working Group, Cravens C, Epp T, Banach J, Brown C, Jackson M, Jensen W, Lloyd J, Salisbury SK. (2025) *Competency-Based Veterinary Education - Nursing (CBVE-N) Model*. Washington, DC: American Association of Veterinary Medical Colleges. <https://www.doi.org/10.17605/OSF.IO/X7MH8>

ADDITIONAL INFORMATION / WORK EXPERIENCE

2024–Present: Executive Director of Hospital Operations, Iowa State University

Hospital Leadership Responsibilities:

- Provide strategic leadership and executive oversight for the Lloyd Veterinary Medical Center (LVMC), a large multi-specialty academic veterinary hospital serving companion, equine, and production animal patients.
- Direct clinical operations across all service lines in both the Small and Large Animal Hospitals, ensuring high standards of patient care, teaching, and service efficiency.
- Collaborate with college leadership to align hospital initiatives with the broader mission of the Iowa State University College of Veterinary Medicine.
- Oversee financial performance of the hospital, including budgeting, forecasting, pricing strategy, collections, and cost containment, with direct accountability for revenue and expense targets.
- Supervise and support a diverse team of faculty, staff, and administrators, cultivating a high-performance culture centered on accountability, collaboration, and continuous improvement.
- Lead institutional response to crisis events and operational disruptions, including infectious disease outbreaks, complex client complaints, and staffing challenges.
- Design and implement hospital policies that enhance safety, client satisfaction, operational consistency, and educational value for DVM and house officer learners.
- Foster external partnerships with referring veterinarians, industry sponsors, and community stakeholders to support the hospital's reputation, caseload growth, and financial sustainability.
- Serve as a member of the CVM Senior Leadership Team, contributing to college-wide strategic planning, accreditation efforts, space planning, and faculty recruitment.

Key Strategic Accomplishments:

- **Launched the LVMC Advisory Board** to strengthen ties with referring veterinarians, community members, and industry leaders, enhancing engagement and strategic input across the region.
- **Led hospital-wide biosecurity modernization**, including restructuring of the Infectious Disease Control Committee, implementation of updated quarantine and exposure protocols, and preparation for an external multi-day institutional audit.
- **Redesigned client service financial policies and deployed enterprise-wide performance dashboards** to embed fiscal accountability and data-driven decision-making across the hospital. Standardized large animal billing enforcement protocols, reduced accounts receivable, and instituted monthly review cycles using KPIs, Dunning reports, and service metrics to inform strategic planning, monitor growth, and optimize resource allocation across 25 clinical units.
- **Institutionalized service-level leadership accountability**, introducing formalized rotations, onboarding structures, and performance expectations for 20+ clinical service lines to ensure continuity, engagement, and results-focused management.
- **Enhanced stakeholder alignment and internal communication** through structured listening sessions, cross-functional leadership meetings, and targeted outreach, improving morale, transparency, and team cohesion.

2020-2024: Director of Veterinary Nursing Programs, Purdue University

- Directed two nationally recognized AVMA-accredited veterinary nursing programs — the on-campus AAS/BS (VNRS) and distance-learning AAS (VNDL) — serving 941 students with a multi-million-dollar budget. Led faculty recruitment, accreditation oversight, curriculum modernization, and strategic growth initiatives, positioning Purdue as a national leader in veterinary nursing education.
- Achieved 75% total enrollment growth, doubling distance-learning participation and expanding Purdue's national footprint in veterinary nursing.
- Elevated academic reputation by co-founding a dual-degree partnership with Huntington University, establishing a sustainable student pipeline in animal health.
- Maintained 100% CVTEA accreditation compliance with commendations for academic rigor, graduate readiness, and program administration.
- Redesigned curriculum to integrate high-fidelity clinical simulation, progressive online pedagogy, and industry-aligned competencies.
- Recruited and developed high-performing faculty, embedding innovation and student-centered learning in both online and in-person instruction.
- Influenced national veterinary education policy through service on professional committees and task forces, advancing competency-based education models.

2007-2022: President/Founder, MT Global Ecommerce

- Launched and managed a multi-platform e-commerce business, demonstrating adaptability and strategic execution outside of traditional veterinary medicine.
- Built profitable online retail operations leveraging platforms including eBay and Amazon.
- Developed supply chain and customer service systems to support sustained growth and repeat clientele.
- Applied entrepreneurial insights from e-commerce to enhance business acumen in veterinary and academic leadership roles.

2015-2020: Medical Director of Veterinary Technology Program, Mountwest Community College

- Founded and led the AVMA-accredited Veterinary Technology Program, overseeing academic leadership, clinical operations, and compliance. Built the program from inception to accreditation, ensuring alignment with workforce needs and academic excellence standards.
- Secured initial AVMA accreditation in 2016 and maintained compliance through continuous curriculum improvement and program evaluation.
- Developed a modernized curriculum integrating simulation-based learning, case-driven problem-solving, and clinical skill mastery to prepare graduates for practice-ready careers.
- Expanded industry partnerships to increase externship opportunities, strengthening graduate employability and employer engagement.
- Led compliance and ethics oversight as IACUC Chair, ensuring adherence to the highest standards of animal welfare and research ethics.
- Mentored faculty and students in clinical skills, professional readiness, and lifelong learning approaches.

2007-2015: President/Founder, Brown Veterinary Service

- Founded and scaled a mixed-animal veterinary practice into a regional market leader, combining medical expertise with strategic business growth. Oversaw clinical care, operations, staff leadership, and business development to achieve sustained profitability and community impact.
- Expanded service portfolio by developing a 3,700 sq ft boarding, grooming, and training facility, increasing client loyalty and recurring revenue streams.
- Built and retained a high-performing team of 16 employees, cultivating a culture of professional development, mentorship, and service excellence.
- Achieved 950K peak annual revenue through strategic marketing, operational efficiency, and client engagement.
- Led a successful practice sale and ownership transition, preserving client relationships and service continuity.

2008-2011: Instructor/Medical Director, Ohio University Southern Campus

- Led the Veterinary Instruction division within the Equestrian Studies Associate Degree Program, overseeing both educational direction and practical implementation.
- Delivered comprehensive lectures and hands-on training in subjects including Equine Anatomy & Physiology, Equine Nutrition, Equine Reproduction, and Large Animal Veterinary Technology, effectively educating classes of 15-30 students per quarter.
- Provided guidance and mentorship to first and second-year students, fostering their academic and professional development within the veterinary field.
- Actively engaged in the enhancement of the curriculum, focusing on the incorporation of innovative teaching methodologies and up-to-date veterinary practices.
- Ensured the health and well-being of the equines at the program's horse park, overseeing all aspects of their care and management.
- Conceived and executed a community engagement initiative, offering affordable equine healthcare services. This program simultaneously served the community and provided invaluable real-world veterinary experience for students.

2002-2007: President/Founder, Veterinary Livestock Services

- Founded and managed a mobile ambulatory veterinary service as a side business, offering comprehensive medical and surgical care for a variety of large animals including cattle, horses, pigs, llamas, and goats across a 50-mile service area.
- Developed and maintained a collaborative partnership with Marshall University's Pre-Veterinary Club, offering internship opportunities to students and playing a key role in their practical education through mentorship and hands-on experience in the field.
- Demonstrated exceptional time management and multitasking abilities by successfully balancing the demands of a full-time role at an animal care clinic with the challenges of establishing and running a mobile veterinary practice on the side.
- Cultivated advanced leadership and business management skills, including financial planning, marketing, and client relationship management, through the hands-on experience of starting and growing a successful veterinary business alongside a full-time clinic position.
- Achieved a top grossing year with revenues of \$93,750, highlighting the financial success and market impact of the mobile veterinary service.

2001-2007: Associate Veterinarian/Hospital Administrator, Animal Care Clinic

- Achieved a record grossing year of \$757,300, reflecting strong business acumen in revenue growth and practice management. Skilled in budgeting, financial planning, cost control, and strategic investments.
- Managed extensive caseloads with over 5,000 clients, excelling in small animal healthcare, performing advanced medical procedures such as video otoscopy, abdominal ultrasounds, echocardiograms, ECGs, anesthesia, and various surgeries.
- Initiated and led comprehensive vaccination and wellness care programs, promoting animal health and welfare, and educating pet owners on best care practices.
- Fostered a collaborative, educational environment among veterinary professionals. Provided mentorship and shared expertise in advanced veterinary procedures, enhancing team capabilities.
- Played a crucial role in emergency response, delivering critical care under pressure with expertise in emergency procedures and quick decision-making.
- Maintained up-to-date with advancements in veterinary medicine, integrating new technologies and treatments into practice, ensuring the highest standard of animal care.
- Demonstrated exceptional leadership in overseeing administrative functions, including staff scheduling, supervision, employee relations, and conflict resolution, ensuring a high-functioning team environment.