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Katherine Dobbs, RVT, CVPM, PHR, began her career in veterinary medicine by becoming a registered veterinary technician in 1992. Her career includes technician positions within private practice and surgical training and research. She joined Gulf Coast Veterinary Internists and Critical Care (GCVI) in Houston, Texas, in 1996. During her 10 years at GCVI, she became the first full-time manager in the practice by accepting the position of Director of Client Services. In September 2006 she became a Certified Veterinary Practice Manager (CVPM) through the Veterinary Hospital Managers Association (VHMA).

Driven by a growing desire to consult with managers in other emergency and specialty practices, she founded the Veterinary Emergency and Specialty Practice Association (VESPA at www.VESPAAssociation.org) in June 2006. In January 2007, Katherine accepted a position with Horizon Veterinary Services, Inc., as interim hospital manager of their flagship hospital, Fox Valley Animal Referral Center in Appleton, Wisconsin. In 2008, she created InterFace Veterinary HR Systems, LLC.

Katherine focuses on providing human resource information and building customized tools for performance management within general and emergency/specialty practices. Katherine became a Professional in Human Resources (PHR) in June 2008, and a compassion fatigue specialist in 2009. She is a member of VetPartners, and sits on two task forces for specialty practice and human resource issues. Katherine has been published in AAHA Trends, Firstline, Veterinary Economics, Veterinary Practice News, and the Veterinary Technician journal where she is a member of the editorial board and has been the featured author of the monthly Management Matters column.

Her public speaking experience includes the Southern Veterinary Conference 2006, IVECCS 2007 and 2008, AAHA 2008, VSIPP and the Michigan Association of Veterinary Technicians in 2009, and TNAVCA in January 2010. Katherine has been invited to speak at MVMA, OVMA, TVMA, PAVMA, Western States, AAHA, AVMA and the North Carolina Veterinary Conference in 2010. (updated 1/10)