

KAREN PEARSON, DVM, CPC

PROFESSIONAL PROFILE

Veterinarian with over 20 years of clinical experience, and a veterinary leader and educator for the past eight years. Certified Professional Coach with a strong focus on supporting new graduate veterinarians and building meaningful relationships with veterinary students. Known for strengthening and expanding mentorship programs, advancing wellbeing and communication training, and coaching early-career professionals through the transition from student to confident clinician. Passionate about creating psychologically safe learning environments where veterinarians feel supported, capable, and connected.

Contact

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Core

Competencies

- Mentorship & New Graduate Development
- Student Engagement & Education
- Coaching & Leadership Development
- Wellbeing & Stress-Management Training
- Communication Skills Training
- Psychological Safety
- Relationship Building
- Program Expansion
- Public Speaking & Facilitation

PROFESSIONAL EXPERIENCE

DIRECTOR OF UNIVERSITY RELATIONS

Community Veterinary Partners | May 2023 – March 2026

Lead the organization's strategy for engaging veterinary students and supporting new graduate veterinarians through strengthened mentorship, coaching, and wellbeing-focused education.

- Expanded and strengthened CVP's new graduate mentorship program (Catapult) by enhancing structure, mentor preparation, and community-based support.
- Coach new graduate veterinarians through the transition from student to clinician, focusing on confidence, communication, clinical decision-making, and wellbeing.
- Build and maintain strong, trust-based relationships with veterinary students through school visits, externships, workshops, and mentorship.
- Deliver communication, stress-management, and wellbeing training to veterinary students through the AVMA Train-the-Trainer program.
- Strengthen mentorship culture and student engagement by supporting mentors in effective communication, feedback, psychological safety, and structured externship experiences.

LEAD VETERINARIAN

Paradise Animal Hospital | Community Veterinary Partners | May 2018 – May 2023

Provided clinical leadership while fostering a mentorship-focused culture centered on communication, trust, and professional growth.

- Mentored and coached new graduate veterinarians, supporting development of clinical confidence, communication skills, and decision-making.
- Fostered a psychologically safe work environment by meeting individually with doctors and department leads every other month to provide support and feedback.
- Led a six-doctor practice independently for two years, including during the COVID-19 pandemic, managing budgeting, operational decision-making,

Education

- **Doctor of Veterinary Medicine** - Virginia-Maryland College of Veterinary Medicine
- **Bachelor of Science, Cum Laude** - Virginia Tech

Professional Memberships

- American Veterinary Medical Association
- Maryland Veterinary Medical Association
- Uncharted Veterinary Community

staff safety strategies, and day-to-day leadership while maintaining a full clinical workload.

- Reduced doctor turnover by 80% through consistent mentorship, direct communication, and relationship-based leadership.
- Facilitated monthly doctor meetings, promoting transparency, shared ownership, and collaborative problem-solving.
- Participated in recruiting, interviewing, and onboarding veterinarians with an emphasis on culture, communication, and long-term success.

MEDICAL & CANINE REHABILITATION DIRECTOR

Greenbriar Veterinary Hospital & Luxury Pet Resort | 2014 – 2018

- Supported practice growth, team collaboration, and leadership during transition from private ownership to corporate partnership.
- Completed multi-day emotional intelligence training, increasing EQ scores and strengthening leadership effectiveness.

COACHING, CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- **Certified Professional Coach (CPC)** — *iPEC Coaching*
 - **MentorVet Lift Program Graduate**
 - **Certificate in Creating Wellbeing** — *The Wellbeing Lab (Michelle McQuaid Program)*
 - **AVMA Train-the-Trainer Program (Wellbeing Community)**
 - **AVMA Workplace Wellbeing Certification + QPR Gatekeeper Training**
 - **Foundations of Positive Psychology** — *University of Pennsylvania (Coursera)*
 - **Certified Canine Rehabilitation Practitioner (CCRP)** — *University of Tennessee College of Veterinary Medicine*
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