

Eastern Wyoming College

Instructional Program Review 2017 - 2018

Program: Veterinary Technology

**Prepared by: Susan Walker, DVM
Roger Humphrey Vice President for Academic Services**

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EASTERN WYOMING COLLEGE Instructional Program Review

Program Name: Veterinary Technology and Veterinary Aide Certificate

Part I: Statistical Data from the past three years:

	2014-2015	2015-2016 *	2016-2017 *	5-Year Average
Annualized FTE Enrollment	119.8	101	126.8	135.6
Annualized FTE Faculty	3.7	3.6	3.6	3.7
# Students	76	67	81	86.4
# Graduated	24	20	28	19.8

FTE = Full-time equivalent Notes:

Modes of Delivery:

online compressed video face-to-face

Advisory Committee Members and Title or Role: (if applicable)

Teri Shinost	Torrington Police Department/ Shelter Director
Anne Gardetto	Public Member
Dr. Brent Kaufman	Goshen Veterinary Clinic, Torrington WY
Dr. Cristen Reese	Animal Health Center, Scottsbluff, NE
Caitlin Rein, LVT	Midtown Animal Hospital, Gering, NE
Dr. Sommer Pieper	Mitchell Valley Animal Hospital, Mitchell, NE
Rob Eirich	Extension Educator and Nebraska Director of BQA
Bryan Henderson	Representative, Patterson Veterinary Supply
Dr. Mike Meeboer	Goshen Veterinary Clinic, Torrington, WY
Kodi Woodrall, LVT	Animal Health Center, Scottsbluff, NE
Suzanne Scott, CVT	Goshen Veterinary Clinic, Torrington, WY
Linda Bourlier, LVT	Midtown Animal Hospital, Gering, NE
Ashleigh Wolfe	Veterinary Technology Club President

Community Partners or Internships: Both Veterinary Aide and Veterinary Technology students complete internships in veterinary hospitals, diagnostic laboratories, wildlife centers and zoos across the nation. Our local hospitals willingly work with a significant number of our students. The veterinary technology students spend 400 hours in internships prior to graduation and the Veterinary Aide students spend 100 hours in internships prior to completion of their certificate

Revisions in Curriculum Since Last Review: The Veterinary Technician VTTK curriculum was slashed from 73-74 hours down to 62-63 hours starting 2016-17. The purpose of this was to accommodate the loss in full-time faculty within the program. The Veterinary Aide Certificate was increased by 4 hours in 2015 from 26 to 30 hours to make sure that students could take 15 hours each semester to satisfy scholarship requirements. Admission requirements were placed on

the VTTK program starting Fall 2018. Students will need to have ACT scores ≥ 21 in Math and reading and ≥ 18 in English or Health Occupation Assessment Exam scores in Arithmetic, Reading Comprehension and Vocational Adjustment Index all >40 or completion of first semester courses with a grade of “C” or better. Achieving one of those 3 criteria will allow a student to declare the VTTK major. The primary goal is the help confirm that students can successfully complete the program.

Part II Narrative Analysis

Description of Community Need:

Current Community Need/Growth of Industry: The demand for graduate technicians far outpaces the number of graduates the program can supply. Many students that complete the certificate have elected to continue on the complete the degree program. Graduate veterinary technicians typically find jobs in other states. The public does not realize that Wyoming does not license veterinary technicians. They assume that individuals working as a technician are formally trained, credentialed and meet continuing education standards. Licensed technicians improve the availability and the quality of care offered to livestock and companion animals. WY is part of a group the states that pay the most for veterinary aid workers. The group includes Alaska, California, Oregon, Washington, North Dakota, Minnesota, and a number of New England states. Wyoming is also part of the group of states that have the lowest annual mean wage of veterinary technicians.

Description of State and National Trends (if applicable)

United States	Employment		Percent Change	Job Openings
	2006	2016		
Veterinary Technologists and Technicians (292056)	76,500	102,000	25	29,000
Veterinary Assistants and Lab Animal Caretakers (319096)	67,300	84,400	9	10,400
Wyoming	Employment		Percent Change	Job Openings
	2006	2016		
Veterinary Technologists and Technicians (292056)	180	250	39	12
Veterinary Assistants and Lab Animal Caretakers (319096)	192	150	22	12

Other information or comments that would assist the Curriculum and Learning Council: Note: the data for the State Employment Trends and the National Employment Trends are not directly comparable. The projection period for state data is from 2004-2014, while the projection for national data is from 2006-2016. Job Opening refers to the average annual Job openings due to growth and net replacement.

State and National Wages (from 2004 through 2017) Veterinary Technician

Location	Pay Period	Year or Period				
		10%	25%	Median	75%	90%
United States	Hourly	\$11	\$13.19	\$16.69	\$19.17	\$23.73
	Yearly	\$22,880	\$27,430	\$33,400	\$39,860	\$49,350
Wyoming	Hourly	\$10.80	\$11.78	\$14.11	\$16.97	\$18.93
	Yearly	\$20,960	\$24,500	\$29,350	\$35,300	\$39,380

State and National Wages (from 2004 through 2017) **Veterinary Aide**

Location	Pay Period	Year or Period				
		10%	25%	Median	75%	90%
United States	Hourly	\$9.19	\$10.57	\$12.57	\$14.98	\$18.41
	Yearly	\$19,110	\$21,990	\$26,140	\$31,170	\$38,350
Wyoming	Hourly	\$9.77	\$10.85	\$12.77	\$15.16	\$22.44
	Yearly	\$20,310	\$22,570	\$26,550	\$31,540	\$46,680

Other information or comments that would assist the Commission

Activities in Support of Student Recruitment and Retention: The faculty support the recruitment of students in a number of ways. Dr. Bittner has presented continuing education seminars in surrounding states and will be providing lectures at EWC for the Wyoming Veterinary Technician Association this fall. At these seminars he visits with employers who identify potential students. The faculty maintain good relations with hospitals, breeding facilities, laboratories and zoos in the region and around the country that also identify high school students that would be good candidates for the program. Faculty have also attended job fairs at nearby high schools. Presentations at Technology day and Lancer Look day are other ways in which the program actively participates in recruitment of students. Service to the community helps keep the program visible as faculty and students participate in vaccination clinics in Torrington and Scottsbluff and volunteer services at the local animal shelter. Faculty make time to talk with potential students that are touring the campus and considering the program as their major.

The faculty dedicates a large amount of time to retaining students in the program. Often faculty will counsel students on course work as well as consult with hospitals, zoos, labs and other facilities to assist the students in pursuing their area of interest in veterinary medicine.

Assessment of Student Learning: Analysis of Student Learning. Include placement if known. Statistical Data Results

The three-year pass rate on the VTNE is 88.2%

The pass-rate for the Spring 2018 Comprehensive exam was 47%.

What has been learned?

It is believed the students are not doing as well due to the limited contact hours with faculty. This is due to the fact that the program was cut back in both hours and faculty beginning 2016-17.

Strengths of the Program and Faculty:

Identified Program strengths by the Committee on Veterinary Technician Education Activities (CVTEA) site team include the following:

- Program director who provides dedicated and effective leadership
- Long-tenured, collaborative, and student-centered faculty and staff
- Open and supportive communication with new personnel in the administration
- Program affordability

- Well-equipped and organized facilities
- Student housing on campus
- Variety and numbers of anatomical and instructional models
- Diversity of animal species on campus that enhance hands-on learning experiences
- EWC Foundation funding of Veterinary Technician National Examination (VTNE) costs for students
- High pass rates on the VTNE
- Enthusiastic and supportive student body

Part III Recommendations

Faculty Recommendations:

Continuous Improvement Plan - Challenges/areas for improvement identified by the CVTEA site team from the fall 2017 visit include:

- Lack of access to a properly functional dental radiographic unit
- Occupational Safety and Health Administration (OSHA) and other safety considerations need to be addressed
- Inadequate logging practices for schedule II controlled substances in meeting Drug Enforcement Administration (DEA) regulations
- Absence of an approved animal use protocol for use of cadavers in the Program
- VTNE reporting on website is not current
- Insufficient storage space
- Incomplete radiology logbook
- Resources that need to continue to remain commensurate with any increase in Program enrollments
- Inappropriate modeling and unprofessional conduct of an anatomy instructor

Action Plans - Year One

Address areas for improvement from CVTEA site visit, develop a plan to reinstate curriculum and work to get additional faculty

Notify CVTEA of the substantive changes to chain of authority and changes to budget allocation as it relates to course fees.

Increase salary of program veterinarians by 7% (was not realized from prior action plans)

Work to get course fees to go to courses and not supplant 85% of the program budget

Year Two

Reinstate curriculum hours to at least 70 credits

Continue to work to limit supplanting of program budget by course fees and develop plan to replace aging equipment.

Year Three

Continue to coordinate curriculum and thoughtful expansion of program.

Begin utilizing course fees as intended, to maintain and upgrade equipment and supplies used in courses

Advisory Committee Recommendations: The advisory committee recommends restoring resources to the program. It is essential that students have more time to develop within the program. After reviewing the comprehensive exam results the committee is concerned about the impact that the reduction in credit hours within the program and the loss of faculty positions over the last 5 years is having on the students. Employers expressed the need for employees with soft skills, ability to perform mathematical calculations and knowledge of proper use of medication.

Division Chair Recommendations:

The previously identified tasks of regaining lost resources, program credit hours, budget and faculty are crucial to the success of the program. The majority of the challenges that were identified in the 2017 CVTEA site visit have been addressed according to the CVTEA with the exception of the fence, which has been partially completed. The critical recommendation is that curriculum be addressed. Statistics in the Journal of the American Veterinary Medical Association indicate the mean national pass rate for first-time VTNE candidates was over 75% for the 2012-2013 test period and that the national rate has steadily declined to less than 70% in the last test periods recorded (2015-16 and 2016-17.) (1039). Based on these statistics it is apparent that now is not the time to be cutting back the program. The faculty needs time to thoughtfully plan and reinstate a more robust curriculum. This will require a commitment of resources. The program must inform the CVTEA of the changes in the chain of command. It needs to be shown how the program director will have the necessary authority to effectively manage the program. This has been an area where the program had prior problems and we don't want to revisit that deficiency. The program also needs to inform the CVTEA of how the budget was supplanted by course fees this year. This information was not shared with the site visit team in September 2017 when they met with and reviewed the budget with Ron Lahr. Progress has been made in reinstating the budget under the new Vice President for Administrative Services.

Vice President's Recommendations:

Overall, I would concur with the recommendations from the Division Chair and the Veterinary Science faculty. It is one of the strongest and high-enrolled program traditionally on campus and we need to ensure its viability and vitality. The CTVEA visit was successful and the program received full accreditation.

My recommendations are:

1. Complete a comprehensive curricular evaluation and assessment of the Veterinary Technology and Veterinary Aide programs of both content and course hours required to meet industry standards and requirements (VTNE national rates).
2. Monitor and evaluate the newly created program admission standards as per the AVMA visit for the Veterinary Technology program on enrollment and completion.
3. Continue to develop strategies for assisting in the recruitment and marketing of the Veterinary Technology program.
4. Investigate and explore options for additional program with Veterinary Technology and coordination with regional institutions for transfer students.
5. Work with the administrative services to develop a long-term solution to address the use of course fees for program enhancement versus program maintenance.
6. Set enrollment goals and completion goals for all Veterinary Technology programs, which includes retention, persistence and completion.
7. Continue to develop and expand partnerships with local and regional industries that include internship and externship possibilities for students.
8. Efficiently use faculty and balance workloads and faculty assignments.
9. Maintain AVMA accreditation requirements.

Works Cited

Larkin, Malinda. "Assessing veterinary technician education. Are veterinary technology programs measuring up to standards?" *Journal of the American Veterinary Medical Association* 252.9 (2018) 1036-1043.