PIMACC ROE 2025

Pima Community College

Cover Page

Presented herein is the report of evaluation from the American Veterinary Medical Association (AVMA) Committee on Veterinary Technician Education and Activities (CVTEA).

The evaluation is based on the eleven standards of accreditation established by the AVMA CVTEA as published in the *Accreditation Policies and Procedures of the CVTEA (current published version).*

Compliance with the standards is described within this report of evaluation (ROE). Deficiencies and recommendations intended to assist the Program in fulfilling the standards or improving Program quality are presented.

Program Name

Pima Community College

Program Address

8181 E Irvington Road
Tucson, AZ 85730

Date of Evaluation

January 22-23, 2024

Date of Previous Evaluation

February 27-28, 2019

Principal Administrative Officers

Name	Position Title	Email
Dr. Jeffrey P Nasse	Chancellor	jnasse@pima.edu
Dr. Dolores Duran-Cerda	Provost	
Dr. Suzanne Desjardin	Vice President of Student Affairs	
Jennifer Madrid	Dean of Students	
Dr. Michael Parker	Vice Provost For Academic Affairs	

Dr. David Bea	Executive Vice Chancellor for Finance and Administration	
James Craig	Division Dean	
Karla Lombana, DVM	Academic Director Veterinary Technology	klombana@pima.edu

Evaluation Site Team

Site Team Volunteer Name	Representing
Brent Wooden, DVM	CVTEA
Kimberly Focht, DVM	Arizona Veterinary Medical Association
Judith Laguna Consuelo	Public
Jennifer Serling, CVT, MVEd, VTES	Veterinary Technicians
Wynne DiGrassie, DVM	CVTEA Trainee

AVMA CVTEA Staff

AVMA Staff Representatives	Title
Rachel A. Valentine, RVT, BS	Assistant Director, Education & Research Division

Program Executive Summary

Accreditation History

Pima Community College was established in 1970 and is comprised of multiple campuses in Tucson. The veterinary technology program is located on the East Campus. The first class was admitted in the fall of 2001 and initial accreditation was granted in 2003. The Program has maintained full accreditation since 2008.

Executive Summary

The 60 semester-credit hour curriculum leads to an Associate of Science in Veterinary Technology. Students complete a 288-hour externship. The primary focus of the curriculum is companion animal medicine. Admission to the Program is limited admissions process.

Site Visit Modality

In-Person Modality

Program Modality Description

Curriculum delivery utilizes on-campus, distributive, and distance education modalities. Didactic information is provided by an academic learning management system; however, these materials are provided through both asynchronous and synchronous delivery. All hands on essential skills are completed with PCC faculty or staff either on campus or at approved locations. Any knowledge based essential skills may be documented in person or through online labs, assignments or examinations.

Program Degree(s)

Degree(s) offered by the Program include:

Associate of/in Applied Science

Summary of Program Strengths

- Dedicated, capable, and approachable leadership by the Program Director
- Diversely experienced, knowledgeable, and student-centered faculty and staff
- Supportive Division Dean
- Alternative funding sources for the Program
- Affordable cost of the Program
- Diversity of live animal experiences
- IT support services for students
- Availability of laptop computers for VT students on reserve in the library
- High retention rates

Summary of Program Challenges/Areas for Improvement

- Inadequate veterinarian representation on the advisory committee
- Occupational Safety & Health Administration and other safety concerns
- Controlled substance logging practices
- Absence of compliance with USDA requirements
- Need to verify Arizona veterinary premise license requirements
- Documentation of signed memorandum of understanding with rabbit resource provider
- Evidence that high school or equivalent is required for Program admission
- Need for facility evaluation and long range planning
- Incomplete institutional animal use committee approved protocols
- Rabbit and rodent resources need to be expanded
- Inconsistent use of positional markers on radiographic images
- Insufficient time of Program director for administrative and other duties
- Excessive workloads of faculty and staff

Summary of any Unmet Deficiencies from Previous Evaluation

No unmet deficiencies from previous evaluation

Standard 1 - Institutional Accreditation

Standard 1 - Institutional Accreditation

An accredited veterinary technology program in the United States must be part of an institution of higher education accredited by, and in good standing with, an agency recognized by the U.S. Department of Education. Non-U.S. programs must be part of an institution of higher learning recognized by, and in good standing with, the appropriate national, provincial, or regional agency with that authority.

> C
>
> Compliant

Standard 1 Documentation

Indicate the information and documentation evaluated to assess Standard 1 - Institutional Accreditation

Document(s) verifying institutional accreditation

Review of institutional accrediting agency website

1.1 ROE

The program is part of an institution of higher education accredited by an agency recognized by the US Department of Education. If a non-US program, the institution is recognized by the appropriate national, provincial, or regional agency with that authority.

YES

1.2 ROE

Agency that accredits the parent institution.

HLC-Higher Learning Commission

1.3 ROE

Institutional Accreditor Review Cycle.

Date of Last Review	Date of Next Review
December 2024	To be determined

1.4 ROE

The institution is in good standing with the institutional accrediting agency.

YES

1.5 ROE

The program is in good standing with the institutional accrediting agency.

YES

Standard 1 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary

No site team commentary for Standard 1

Standard 2 - Finances

Standard 2 - Finances

Sustainable financial support must be adequate for the program to attain the educational goals and support its mission.

<div style="border:1px solid #4a90d9; display:inline-block; padding:4px 12px;">C</div>

Compliant

Standard 2 Documentation

Indicate the information evaluated to assess Standard 2-Finances

Financial summary of the revenues and expenses for the past two and current (budgeted) academic year for the program.

Description of financial support and budgeting process to meet program needs.

Description of how enrollment is planned and managed in line with resource capabilities, including tuition and fees

2.1 ROE

The Institutional budget is adequate to meet the program's current needs.

YES

2.2 ROE

The Institution has provisions to meet unexpected financial needs of the program.

YES

2.3 ROE

Program specific scholarships or grants are available to students.

YES

2.3a ROE

Description of program-specific scholarships or grants available to students.

At Pima Community College (PCC), veterinary technician (vet tech) students have access to awards primarily through the Pima Foundation and program specific fund. These financial aids are supported by active student fundraising efforts and donations solicited from local veterinary clinics. Additionally, the Pima Foundation seeks matching funds to maximize the support available. A recently established endowment for the vet tech program also contributes, generating a spendable portion of funds each year. Awards specifically cover the costs of the Veterinary Technician National Exam (VTNE) and Arizona state licensure exams, with amounts adjusted annually to ensure full coverage of these fees. Recently, the foundation account has been expanded to provide additional financial assistance to students in need beyond licensure exams, although this type of support has not yet been utilized. The total funding available each year varies based on the success of fundraising, donations, and the performance of the endowment fund.

2.4a ROE Tuition-AS degree

Total theoretical cost for Associate degree for a student who is a resident of the state (if applicable) to complete the program, based on current tuition, fees, equipment, books, and related costs.

$7,113.00

2.4a ROE Comments

Tuition 5,520

Books/Supplies 918

Other Related Costs 675

TOTAL 7,113

The cost of the program is very affordable.

2.4b ROE Tuition-BS Degree

Total theoretical cost for Bachelor degree for a student who is a resident of the state (if applicable) to complete the program, based on current tuition, fees, equipment, books, and related costs.

Not applicable

2.4b ROE Comments

2.5 ROE

Fiscal calendar the Institution operates.

Academic Year July-June

2.5a ROE

Fiscal Calendar Timeframe.

Two Years Past	One Year Past	Current Year Budgeted
July 1, 2022 - June 30, 2023	July 1, 2023 - June 30, 2024	July 1, 2024 - June 30, 2025

2.5b ROE

Total Institutional Operating Budget

Two Years Past	One Year Past	Current Year Budgeted
$363,389,000.00	$367,473,000.00	$373,840,000.00

2.5c ROE Program Revenue

Program Revenue.

PROGRAM REVENUE	Two Years Past	One Year Past	Current Year (budgeted)
State appropriated funds	0	0	0
Federal funds	0	0	0
Student tuition and fees	203,907	247,878	262,400

Grants	0	3,495	0
Other (specify below if applicable)	305,181	315,975	410,627
TOTAL REVENUE OF PROGRAM	509,088	567,348	673,027

Other Program Revenue

Other category of revenues includes support from the District General Fund. The Program benefits from alternative sources of funding.

Revenue Table Footnotes

2.5d ROE Program Expenditures

Program Expenditures.

PROGRAM EXPENDITURES	UNIT	Two Years Past	One Year Past	Current Year (budgeted)
Program Personnel-Veterinarians (Include headcount in UNIT column	1	112,819	114,837	118,872
Program Personnel-Credentialed Veterinary Technicians (Include headcount in UNIT column	1	66,239	102,461	119,637
Program Personnel-Other Technical Personnel (Include headcount in UNIT column	2	92,209	63,498	90,793
Program Personnel-Other Instructional Personnel (Include headcount in UNIT column	4	91,498	94,840	100,000
Program Personnel-Non-academic personnel (Include headcount in UNIT column	1	0	3,495	0
Benefits on salaries (Include headcount in UNIT column	4	99,999	106,251	127,922
Equipment	N/A	8,282	28,524	0
Supplies	N/A	17,829	22,740	115,803
Other (specify in UNIT column)	Travel & contractual services	20,213	30,702	0
Total Expenditures of Program	N/A	509,088	567,348	673,027

Expenditure Table Footnotes

The current year budgeted supplies category includes other expenditures including equipment, travel, and contractual services.

2.5e ROE Proprietary Institutions Only

Proprietary Institutions - Assets and Liabilities

	Two Years Past	One Year Past	Current Year Budgeted
Total Assets of Institution			
Total Liabilities of Institution			

Not Applicable

Standard 2 - Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary

No site team commentary for Standard 2

Standard 3 - Organization and Communications

Standard 3 - Organization and Communications

3a The program must develop, publicize, and follow its mission statement.

3b There must be clearly defined lines of communication that are open and effective between the institution and the program director, program director and faculty/adjuncts, between program personnel, and between program personnel and students.

<div style="text-align:right">

PC

Partially Compliant

</div>

3c Program relationships with students, faculty, administrators, and the public must be conducted with integrity. Policies and available educational services for veterinary technology students must be clearly defined.

3d The CVTEA must be apprised of changes in administration, organization, association with the parent institution, and major changes in the curriculum, faculty, or stated objectives. All changes must be reported to the CVTEA and conform with substantive change reporting requirements and describe how the program will continue to comply with accreditation Standards. It is expected that the program director or interim program director be included in all program reporting. (Refer to *AVMA CVTEA Substantive Change Report*)

3e The program must have an advisory committee that meets at least annually to provide counsel regarding equipment, curriculum, demographic trends and other matters pertaining to the veterinary technology profession. Membership must include veterinarians and veterinary technicians with diverse professional interests, not currently affiliated with the program. Representation should include credentialed veterinary technicians, veterinary technician students, veterinary industry representatives, and public members.

3f Programs with agreements between two or more institutions are recognized. The institution accredited by the CVTEA is declared the parent (home) institution and grants the degree or certificate.

3g Communication and interactions with veterinary technician educator associations, veterinary medical associations, and veterinary technician associations should be maintained.

Standard 3 - Organization and Communications Organization and Communications

Standard 3 Documentation

Indicate the information and documentation evaluated to assess Standard 3 - Organization and Communication

Documentation of program's mission statement

Organizational chart

Course catalog, websites, handbooks

Advisory committee roster

Advisory committee minutes

Description of the relationship between the administration and the program

3.1 ROE Mission Statement

Mission statement of the Program.

The Veterinary Technician Program at Pima Community College prepares compassionate, skilled, and knowledgeable veterinary technicians.

3.2 ROE

The mission statement is aligned with Program focus of the curriculum, facilities, equipment, off-site placement opportunities, program outcomes, and interactions with the community.

YES

3.3 ROE

The relationship between the administration of the institution and the program is open, efficient, and effective.

YES

3.3 ROE Comments

The Dean of the division is very supportive of the Program.

3.3a ROE

Communication between the program director and students is open and effective.

YES

3.3a ROE Comments

3.3b ROE

Communication between the program and the public community is conducted with integrity.

YES

3.3b ROE Comments

3.4 ROE

There are clearly defined lines of communication between the program director and program personnel.

YES

3.5 ROE

Title of person the Program Director reports to.

Dean of Business, Information Technology, and Hospitality Leadership

3.6 ROE

Full-time and part-time program personnel are participating in regularly scheduled faculty meetings.

YES

3.7 ROE

Policies and educational services for veterinary technology students are clearly defined and available.

YES

3.8 ROE
Program Advisory Committee

The program has an advisory committee (PAC).	Yes
The PAC meets at least annually.	Yes
The PAC includes veterinarians and veterinary technicians with diverse professional interests.	No
The PAC includes representation from program students, the veterinary industry, and the public.	Yes

3.8 Advisory Committee Comments

At the time of the site visit, there is only one veterinarian representative on the advisory committee membership roster. CVTEA requires a minimum of two or more to provide more diversity in advising the Program.

3.9 ROE

Is there an agreement between two or more educational institutions to provide the veterinary technology program?

NO

3.9a ROE

If there is an agreement between two or more educational institutions to provide the veterinary technology program, the certificate granted to program graduatesis from the parent institution.

N/A

Standard 3 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major/ Recommendation	Site Team Commentary
Critical	The advisory committee must have representation from multiple veterinarians to more fully advise the Program. (3e)

Standard 4 - Physical Facilities and Equipment

Standard 4 - Physical Facilities and Equipment

4a All aspects of the physical facilities used for primary learning must provide an environment conducive to learning and the achievement of the educational goals. Classrooms, teaching laboratories, and other teaching spaces shall be clean, maintained in good repair, adequate in number, appropriate in capacity, and provided with sufficient equipment to meet the instructional need and the number of students enrolled.

<div style="float:right">

PC

Partially Compliant

</div>

4b All clinical facilities for primary learning must emulate contemporary veterinary facilities. Standard types of laboratory and clinical equipment, consistent with those used in contemporary veterinary facilities, shall be provided. Programs must have access to all items listed in the *Equipment and Instructional Resource List Appendix* over the sum total of all primary learning sites.

4c Office space must be sufficient for the instructional, advisement, and administrative needs of the faculty, staff, and program.

4d Animal housing must be consistent with accepted humane standards and federal and state regulations. See 5b

4e Safety of students, program personnel, and animals must be of prime consideration. Students must be educated on rabies risk prior to working with animals. Prior to live animal use, students must be vaccinated against rabies or the program must implement a comprehensive rabies mitigation protocol as described in Appendix A. (see *Statement on Safety Appendix*). Unvaccinated students shall only handle fully vaccinated and seroconverted mammals, with the exception of rodents and rabbits.

4f All use of drugs, biologics, reagents, and other materials used in conjunction with animal care must be in compliance with state and federal regulations including current dating and appropriate labeling. Materials used for demonstration purposes must be appropriately identified and stored. Controlled substances shall be stored and logged in accordance with state and federal regulations.

4g Waste management shall be appropriate for the needs of the program and consistent with regulatory agency requirements.

4h Storage must be sufficient for program needs.

Standard 4 - Physical Facilities and Equipment Physical Facilities and Equipment

Standard 4 Documentation

Indicate the information evaluated to assess Standard 4 - Physical Facilities and Equipment

Description of facilities and equipment

Inspection of program facilities and equipment

Photographs/video of off-campus clinical facilities

Review of controlled substance log

Documentation of pregnancy policy

Documentation of policy on aggressive animals and bite/scratch policy

Documentation of emergency plan

Student rabies vaccination policy

4.1 ROE

On-Campus primary learning facilities used by the program (i.e. classrooms, laboratories, surgical suites, storage areas).

Facility Area (i.e. Classroom, Laboratory, Surgery Suite)	Approximate Total Square Footage	Facility Description and how used by the program.
Classroom E6 608 - Live Animal Handling Classroom	1600	The animal use classroom, accommodating up to 26 students, is optimized for live animal handling rather than traditional seating. Tables and chairs have been removed to facilitate this. The room includes four exam work tables with built-in storage for essential nursing care and animal supplies. Additionally, it features two fully operational wet tables, a smart board, white boards for patient data, a desktop computer, an overhead projector, and laptops for accessing medical record software. All surfaces are designed for easy disinfection to maintain a hygienic environment
Classroom E6 604 - Clinical Pathology	1600	The facility's anatomy and clinical pathology space includes 3 rows of seating with 6 sinks, each station equipped with electrical outlets for 30 microscopes. It features drawers for slide trays and microscopy tools. Storage includes cabinetry for anatomy specimens and an upright refrigerator. Diagnostic equipment includes various centrifuges, 2 CBC hematology units, a serum chemistry analyzer, and a coagulation time testing unit. Additional resources are a slide warmer, incubator, desktop computer, overhead video projector, video microscope with image capture, and a whiteboard.
VT 100 - Kennel Space	3600	A standalone steel building serves as the vivarium, housing dogs and cats for hands-on experience. It meets USDA animal welfare standards, featuring a main treatment room with a wash sink, storage, and laundry units. Dogs are housed in six 18-foot kennels, while cats have a room with 4 cages and free-roaming space. An exercise area with gravel bedding supports daily activities and elimination.
E6 607 Surgical Suite	160	The program's dedicated surgical suite accommodates small animal procedures using a V-trough table for one procedure at a time. It includes storage for surgical and anesthesia supplies. Access is through a self-closing door. Adjacent to the suite, the surgical prep area features hands-free sinks, counters, one autoclave, one ethylene oxide sterilizer, and an active pharmacy.

| E5 524 Radiology Lab | 1500 | The radiology lab features a fixed 40kW high-frequency generator and Sound Technologies' DR architecture for image acquisition, PACS, and display. It also houses a mobile x-ray unit for large animals, integrated with the same PACS system, ensuring consistency in imaging and data management. |
| E6 606 Storage and Office Space | 1200 | The surgical prep area is adjacent to a dedicated office for the CVT laboratory technician. It features a desk, filing cabinet, and storage cabinets for back stock, matching campus office standards. A partition door separates the office space from the prep area, ensuring efficient management and organization. |

4.1a ROE

Off-Campus primary learning facilities used by the program (i.e. clinical and laboratory facilities, large animal facilities, etc.).

Facility Name	Facility Location	Facility Description	Number of students at each site at a given time	Facility Description and how used in the delivery of instruction
Nelson Farms	7650 S Cactus Thorn Ln, Tucson AZ 85747	Nelson Farms is a premier equestrian facility specializing in Arabian Horse show training while also accommodating work cow horse and other breed disciplines. The farm is equipped with a breeding operation and stands stallions on-site. Housing over 75 horses, the facility provides various accommodations, including show stalls, stalls with runs, and larger turnout pens. The horses at Nelson Farms receive exceptional care, including regular farrier services, veterinary care, routine wellness checks, dentistry, and vaccinations, ensuring their health and peak performance. The program recently acquired a cattle chute as well that is located at the facility for bovine sign offs. There are always a handful of cattle there as well for students and for their working cow horse clients.	8 or fewer	Nelson Farms serves as a key instructional site for Pima Community College's Vet Tech program. Students engage with the horses in a range of hands-on activities, from basic handling and leading to performing physical exams, bandaging, lunging, and administering radiographs. The site also supports essential equine procedures like equine dentistry, deworming, and vaccinations. The site also houses our cattle chute (college owned) and hand on bovine sign offs are completed at this facility as well. All instructional activities at Nelson Farms are conducted under the direct supervision of faculty and staff, ensuring students gain practical experience in a controlled and supportive environment. All students are monitored by

				program personnel and adhere strictly to rubrics for essential skill sign offs.
Ghost Ranch Exotics	9027 Ghost Ranch Rd, Marana, AZ 85705	Ghost Ranch Exotics is a 1-acre facility that is home to a diverse array of animals, ranging from a water buffalo to a kangaroo. As a longstanding community resource, Ghost Ranch Exotics provides valuable educational opportunities and outreach programs for learners of all ages. The facility is recognized for its commitment to safety, offering 24/7 on-site care and holding USDA accreditation, ensuring the highest standards of animal welfare and education.	8 or fewer	Ghost Ranch Exotics, while home to a wide variety of exotic animals and birds, is utilized by Pima Community College Vet Tech students primarily for instruction involving small ruminants. The site provides the setting for students to complete all required hands-on essential skills with these animals. Under the guidance of faculty and staff, students gain practical experience in small ruminant care and management in a unique and supportive environment. All students are monitored by program personnel and adhere strictly to rubrics for essential skill sign offs.
Humane Society of Southern Arizona	635 W Roger Rd, Tucson, AZ 85705	The Humane Society of Southern Arizona is a leading animal care organization in Southern Arizona, grounded in the principles of shelter and placement, prevention, and education. The facility is meticulously organized into several key areas. The "Clinic" section is dedicated to vaccine clinics, spay/neuter surgeries, and houses radiographic equipment. The shelter portion includes designated intake areas for cats and dogs, a safe and welcoming reception area, exam rooms, veterinary facilities, and isolation areas as needed. The "dog holding" area for new shelter pets is distinct from the "dog adoptions" section, where pets are	16 or fewer	At the Humane Society of Southern Arizona, Pima Community College Vet Tech students receive crucial hands-on experience in their initial nursing care courses, focusing on early handling and venipuncture. Supervised closely by faculty and staff with strict adherence to faculty-to-student ratios, students engage in tasks such as animal restraint, behavior assessment, injections, IV catheter placement, and nail trims, all performed on shelter patients carefully selected for their safety and suitability for student work. Additionally, students are introduced to the education department, outreach

		made available to the public, with similar arrangements for cats. Additionally, the facility includes a foster area and a large outreach and education center, reinforcing its commitment to community engagement and animal welfare.		programs, and a variety of other animals housed at the facility, including rabbits, guinea pigs, rats, mice, and chickens, enriching their educational experience. All students are monitored by program personnel and adhere strictly to rubrics for essential skill sign offs.

4.2 ROE

All program facilities are appropriate in capacity and adequate in number for the number of students enrolled and the courses offered.

YES

4.3 ROE

Program facilities are clean and maintained in good repair.

NO

4.3 ROE Comments

The site team observed damaged and exposed wood surfaces on the laminate countertops in the veterinary technology laboratory. The exposed surfaces are not impervious to pathogens and cannot be properly sanitized. In addition, the site team is concerned with wood exam table tops in the treatment room which are worn and appear to lack an impermeable finish on the wood. This is another example of a laboratory surface that cannot be appropriately cleaned or sanitized.

4.4 ROE

There is sufficient equipment available to support the number of students enrolled and the courses offered at all locations, including off-campus clinical facilities.

YES

4.5 ROE

On-campus clinical facilities emulate contemporary veterinary facilities.

NO

4.5 ROE Comments

Current Program facilities on campus are considered to be well-used, somewhat dated, and are not fully meeting the needs of the program given the change to curriculum delivery and design in recent years. As mentioned previously, there are laboratory countertops and exam tables that are worn or damaged and not easy to properly maintain in a clinical facility. The site team identified the small size of the surgery room which only allows a limited number of students and personnel to participate at a given time. Additionally, there is an unusual large metal chute mounted on a wall of the room which appears to draw and vent air to the outside of the room. Program personnel are unaware of its purpose and it certainly does not emulate what is

seen in a contemporary veterinary surgery room. While surgery can only accommodate one surgery table; there is an observation window where surgical procedures can be observed from the treatment room. The surgical scrub sink is located outside of surgery in a hallway next to a refrigerator, coffee maker, and staff workstations. Due to the absence of a dedicated scrub area, the surgeon and scrubbed surgical assistant are required to don gowns and gloves in the pharmacy area across the hallway from the surgery room.

Within the past few years, the Program has changed its model from housing small animals on campus for several weeks to using owned animals which are kept on campus only during the day of instruction and then returned to their owner or facility. As a result of this change, the large kennel facility is not being well utilized and sits primarily empty the majority of time. Program personnel have dedicated work stations or offices; however, they are located in various locations on campus. In addition, the radiology suite is located in a separate building which requires a short walk across campus, often with live animals in tow.

The site team believes the Program would benefit from a comprehensive evaluation of facilities and current needs to determine what updates or changes are needed to meet those needs and to emulate a contemporary veterinary environment.

4.6 ROE

Off-campus clinical facilities emulate contemporary veterinary facilities.

YES

4.6 ROE Comments

4.7 ROE

All required equipment is owned or available to the Program. (Appendix G)

YES

4.7a ROE

Describe any non-essential equipment desired by the program.

Not applicable

4.8 ROE

Office space is available and sufficient for program personnel.

YES

4.8 ROE Comments

The director has a private, dedicated office. A laptop docking station and two additional monitors, serves as a shared workspace for two full-time CVT personnel which lacks privacy. However, personnel are able to use the Program director's office when private consultation with students is needed.

4.9 ROE

Are animals housed overnight?

NO

4.9 ROE Comments

4.9a ROE

All animal housing is consistent with accepted humane standards and state and federal regulations.

YES

4.10 ROE

The Program has established policies and procedures that ensure a safe and healthy environment for program students, personnel, and animals.

NO

4.10 ROE Comments

Overall, the Program has established policies and procedures to maintain a safe environment for personnel, students, and animals. However, the site team noticed that based on a review of the radiography logbook, it appears there has been an excessive number of radiographs taken on one animal. The radiology log indicates that some 26 and 23 images were completed on different animals during one class period. In addition, the radiography protocol has an absence of frequency and limitations on the numbers of x-rays to be completed on an animal during a given period of time.

4.11 ROE

Did the site team witness any safety or regulatory concerns? (see Appendix A)

YES

4.11 ROE Comments

The site team identified several secondary containers in the clinical laboratory that do not contain the proper OSHA labeling to align with the Globally Harmonized System of Classification (GHS). The labels on several spray bottles lacked requisite pictograms. In addition, OSHA signage has not been updated to present newer secondary labeling requirements.

There are also concerns with damaged laminate counters and worn wood topped exam tables which display exposed wood that are not impervious to pathogens and cannot be appropriately sanitized. In addition, a file cabinet in a hallway by staff workstations and student bookbags were blocking doorways in the Program facility making safe egress a potential challenge.

The cattle chute at Nelson Farms is not securely installed with an alley way and corral or pen to control animals entering and exiting the chute.

Students are each issued a radiography monitoring badge to wear during radiographic exposures during classes on campus and at the off-campus equine location. However, students are not provided with a dosimetry badge for their externship experiences unless one is provided by the clinical site. The Program needs to ensure that students are being monitored during x-ray exposures or that students are not permitted to participate in taking radiographs. The arrangement must be indicated in the memorandum of understanding with each externship site.

4.12 ROE

Appropriate personal protective equipment is available for students and appropriately utilized.

YES

4.13 ROE

A protocol is in place for the handling and disposition of aggressive or dangerous animals.

YES

4.14 ROE

A bite/scratch protocol is in place.

YES

4.15 ROE

The program has an appropriate rabies vaccination policy in place.	YES
Students are required to be immunized for rabies prior to live animal interactions in the program.	YES
Does the program allow waivers from students to decline immunizations?	NO
If applicable, does the comprehensive rabies mitigation protocol address each element described in Appendix A: Statement on Safety Comprehensive Rabies Mitigation Plan?	N/A
The program has an appropriate student pregnancy policy in place.	YES

4.15 ROE Comments

4.16 ROE

All drugs, biologics, reagents, and other materials for use in animal care are appropriately labeled and currently dated.

YES

4.16a ROE

Materials used for demonstration purposes are appropriately labeled and stored.

YES

4.17 ROE

Controlled substances are appropriately logged and stored.

NO

4.17 ROE Comments

The controlled substance logbook indicated a change in the drug bottle size without creating a new page for the larger bottle of medication.

4.18 ROE

Waste management meets the program's needs and is consistent with regulatory requirements.

YES

4.18 ROE Comments

Bio hazardous waste is disposed with Southwest Hazard Control.

4.19 ROE

Storage space is sufficient to meet the program's needs.

YES

Standard 4 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary

Critical	The Program must be compliant with Occupational Safety and Health Administration (OSHA) and other safety considerations with respect to:
	
	  a. Inadequate biohazard secondary labeling and signage (4e)
	  b. Absence of evidence that radiation exposure of students is being monitored or eliminated during externship experiences (4e)
	  c. Damaged laminate counter tops in the clinical laboratory and worn wood tops on exam carts that are not impervious to pathogens and cannot be sanitized (4a, 4e)
	  d. Location of the cattle chute at Nelson Farms (4e)
	  e. Obstructed egress of doorways in the Program facility. (4e)

Critical	The controlled substance logbook must be compliant with Drug Enforcement Administration (DEA) regulations when tracking a different size of medication bottle than is being recorded in the log. (4f)

Major	Long range strategic planning by the college must include an evaluation of existing facilities to ensure that the current needs of the Program are being met and that facilities emulate a contemporary veterinary environment. (4a, 4b)

Standard 5 - Resources for Clinical Instruction

Standard 5 - Resources for Clinical Instruction

5a

Programs must follow all applicable federal and state regulations and guidelines for the care and use of animals utilized by the program. The CVTEA endorses the principles of humane care and use of animals as codified in the Animal Welfare Act (AWA) and requires programs

PC

Partially Compliant

Show More

5b

Adequate numbers of common domestic and laboratory animal species are required to provide the necessary quantity and quality of clinical instruction to meet curriculum requirements without overuse of the animals or violation of AWA requirements for humane use and

Show More

5c

Models and other alternate methods of teaching that are consistent with the goals of the curriculum must be considered to replace, reduce or refine animal use.

Show More

5d

Records and logs for animals used by the program must be comprehensive and accurately maintained.

Show More

5e

Off-campus providers of instructional support must meet objective requirements set by the program with respect to the physical facilities, staff, and available equipment. A memorandum of understanding or contractual arrangement, with appropriate exit strategies, must be

Show More

5f

If program staffed clinical veterinary services are offered, documented evidence must exist that clients are informed that student instruction is a major component of patient care. The primary purpose of such clinical veterinary services, regardless of animal ownership,

Show More

Standard 5 - Resources for Clinical Instruction Resources for Clinical Instruction

Standard 5 Documentation

Indicate the information evaluated to assess the Standard 5 - Resources for Clinical Instruction

Description of resources available

Inspection of program facilities and clinical resources

Review of animal medical records

Review of medical logs to include, but not limited to, surgical and radiology logs

Documentation of Institutional Animal Care and Use (IACUC) committee minutes

Documentation of IACUC-approved animal care and use protocols

Documentation of IACUC-approved complaint policy

Documentation of signed memoranda of understanding with off-campus providers of clinical instruction and/or clinical resources

Documentation and/or description of requirements for off-campus providers of clinical instruction

5.1 ROE

Describe available animal resources.

Dogs and cats are acquired through contractual relationship with local shelters, a humane society, and faculty and students. Cattle, horses, and small ruminants are provided by off-campus sites. To date, rabbits, rodents, and birds have been provided by faculty, students, or off-campus sites. The program is in the process of acquiring a new resource provider for rabbits.

Program students benefit from a diversity of live animal experiences beyond the requisite species.

5.2 ROE

The program is registered with the USDA.

YES

5.2 ROE Comments

5.2a ROE

Date of the last USDA inspection.

08/28/2024

5.2a ROE Comments

5.2b ROE

Non-compliance issues were cited on the last USDA inspection.

NO

5.2b ROE Comments

5.2c ROE

Animal Use Oversight / United States Department of Agriculture (USDA)

The program follows all applicable federal and state regulations and guidelines for the care and use of all animals utilized.	No
There is an appropriately constituted and functioning institutional animal care and use committee (IACUC).	No
The program has IACUC-approved animal care and use policies in place for all animal activities and they are complete.	No
The program has an IACUC-approved policy (whistleblower policy) in place for investigating and responding to complaints of inappropriate animal care or use and is publicized.	Yes

5.2c ROE Comments

The IACUC appears to be appropriately constituted; however, there are areas where there is an absence of documentation for requisite duties of the Committee. The site team noted there is an absence of signatures of the majority if IACUC members on the semiannual reporting sent to the institutional official. In addition, there is no evidence that conflicts of interest are being eliminated in the approval of animal use protocols as the principal investigator is a voting IACUC member.

Other areas of concern include an absence of approved euthanasia protocol for ruminants and there are no documented frequency or limitations on the number of radiographs to be performed on an animal during a given period of time to prevent overuse of animals. The Program has surgical procedures covered in approved protocols; however, a separate SOP is referenced for approved anesthetics, sedatives, and analgesics but it has not been been reviewed or approved by the IACUC in several years.

The site team is concerned that the Program may not be in compliance with Arizona veterinary premise license requirements. The Program needs to verify if a premise license is required for Program facilities on campus.

5.3 ROE

Adequate numbers of common domestic and laboratory animal species are available for use in teaching to meet the required quality and quantity of clinical instruction to meet curriculum requirements without overuse of animals or violation of humane standards of care.

NO

5.3 ROE Comments

It appears that the numbers of rats and rabbits have been minimally sufficient for instructional purposes in the Program. It will be important to expand the resource providers to ensure continuity of instruction with these species.

5.4 ROE

Signed memoranda of understanding, with appropriate exit strategies for primary providers, are in place for all animal resources.

NO

5.4 ROE Comments

The Program is going through a change of provider for rabbits used in instruction. At the time of the site visit, there is no MOU in place for a rabbit resource provider.

5.5 ROE

Student-to-animal ratios

Small Animals	1:3 (varies depending on location of instruction)
Large Animals	1:8 (varies depending on location of instruction)
Laboratory Animals	2:1
Avian	2:1

5.6 ROE

There are appropriate types and quantities of animal models available for program students.

YES

5.7 ROE

All animal records and logs are comprehensive and accurately maintained, if applicable.

NO

5.7 ROE Comments

Overall, medical recordkeeping practices look accurate and comprehensive; however, there is inconsistent use of positional markers on radiographic images.

5.8 ROE

There are signed memoranda of understanding, with appropriate exit strategies and objective requirements, in place for all off-campus providers of instructional support.

YES

5.9 ROE

Are clinical veterinary services provided to the public (non-faculty/student owned animals)?

NO

Standard 5 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendations	Site Team Commentary

Critical	Evidence must exist that the Program is compliant with United States Department of Agriculture (USDA) Animal Welfare Act (AWA) regulations with respect to: a. An approved euthanasia protocol for ruminants b. Semiannual reporting to the institutional official includes signatures of the majority of the IACUC members c. Frequency and limitations on the number of radiographs to be performed on an animal during a given period of time are described to prevent overuse of animals d. Avoidance of conflicts of interest are being eliminated in the approval process for animal use protocols. (5a)
Critical	Documentation must be provided to ensure that Program facilities on campus are compliant with Arizona veterinary premise license requirements. (5a)
Critical	A memorandum of understanding (MOU) must be in place with the rabbit resource provider. (5b)
Major	IACUC approved protocols include appropriate provision of anesthetics, sedatives, and analgesics when necessary. (5a)
Major	Resources for rabbit and rodent instruction must be enhanced. (5b)
Major	Radiographic labeling must consistently include positional markers. (5d)

Standard 6 - Library and Informational Resources

Standard 6 - Library and Informational Resources

6a

Libraries and information retrieval are essential to veterinary technician education and continuing education. Timely access to current information resources pertaining to veterinary technology through print, electronic media, and/or other means must be available to students,

C
Compliant

Show More

6b Knowledge of quality information resources, library use and development and application of information retrieval skills must be included in the educational experience.

Standard 6 - Library and Informational Resources Library and Informational Resources

Standard 6 - Documentation

Indicate the information evaluated to assess Standard 6 - Library and Informational Resources

List of texts and periodicals, electronic and print, available to program personnel and students

List of databases available to program personnel and students

Tour of library facilities and relevant portions of the collection

Description of the qualification of the librarian(s)

Description of computer technology available to program personnel and students

Description of courses/activities provided in which students learn about the educational resources available

Description of remote access technologies and mechanisms that promote use of library information

Description of funding available for library and educational resources

6.1 ROE

Describe the library resources and available modalities.

Pima College Library offers a wide range of materials and services across multiple modalities, including face-to-face interactions, web-based synchronous and asynchronous options, blended learning, and webcasts (e.g., YouTube tutorials).

There is a library on each of the following campuses: West, Downtown, East, Northwest, and Desert Vista. Each campus library offers a variety of resources, including fiction and nonfiction books, computers, serials (magazines and journals), calculators, and various technology items such as charging cables and headphones. All libraries provide traditional face-to-face information, reference, research, and instructional services. Additionally, interlibrary loan (ILL) services are available to all students, staff, instructors, and administrators, allowing them to request articles for which they have a citation.

Students can utilize PCC Libraries' Megasearch (Summon Discovery Tool) to search across multiple databases. Additionally, the Databases by Subject or Title A-Z list allows students to search for specific databases. The A-Z list can be filtered by keyword, subject, material type, and vendor (database provider). Pima College Library offers 24/7 chat services with librarians through LibChat, providing students with synchronous access to expert assistance. For asynchronous support, LibAnswers allows students to email librarians with their inquiries. Additionally, through D2L, students can reach out to librarians at any time via LibChat or email. Students can also schedule library study spaces at specific campuses using LibCal.

The library offers various asynchronous educational resources, including research guides (Library Guides) tailored to specific subjects, classes, and instructors. Additionally, librarians create video tutorials that provide guidance on using the library, conducting college-level research, citing sources, developing critical thinking skills, and enhancing information and computer literacy.

Students have access to program-dedicated laptop computers in the library. In addition, IT support is provided to students if needed.

6.2 ROE

Accessibility to library resources are adequate for student learning.

YES

6.3 ROE

Program personnel and students have access to library and educational resources that are sufficient to meet the needs of the program.

YES

6.4 ROE

Library and educational resources available to program personnel and students are current.

YES

6.5 ROE

Name and description of the library resource specialist credentials.

Charles H. Becker, Jr., Educational Support Faculty Librarian, Head Librarian at East Campus holds a M.A. History, American Military University, M.A. Library and Information Science, University of Arizona, and B.A. History, George Mason University.

6.6 ROE

Library personnel have the appropriate credentials.

YES

6.7 ROE

Amount of the library budget that is allocated to the program.

In fiscal year 2023-2024, approximately 8% of the East Campus Library budget was spent on books concerning animal culture, animal care, and veterinary medicine. Requests are made by the East Campus Librarians and staff, approved by the head librarian, and sent to Library Technical Services for purchase. It normally takes 2-4 weeks to receive an ordered title. Librarians also take title requests from the program faculty and staff.

6.7a ROE

There are adequate funds allocated to the library to support library and educational resources.

YES

6.8 ROE

Students gain knowledge of quality information resources, and library use, in the program.	YES
Students develop and apply information retrieval skills as part of their educational experience.	YES

6.8 ROE Comments

Students beginning coursework at Pima Community College receive an introduction to the library during their initial required orientation. Students entering their first year of the program have a class period allotted to a more in depth introduction to the library and library resources by the campus librarians. Program staff and faculty assign research activities to encourage use of the library and its resources. Veterinary Technology students are normally introduced to the library and academic resources and research in VET 100 and/or VET 112.

PCC Libraries created a Library Research Guide for the Veterinary Technology program - http://libguides.pima.edu/vet - that points to tools for finding books, articles, and other related information for Veterinary Technology.

PCC libraries LibChat is available 24/7! It is staffed by the PCC Library during the hours that campus libraries are open. When campus libraries are closed

professionals we partner with from all over the world will help answer your questions. If they cannot answer a question they create a ticket that PCC librarians answer when they arrive at work the next day.

PCC libraries Ask a Librarian provides is an email based a non-synchronous reference platform that students can use to contact the PCC Library. PCC librarians can also be embedded in any at PCC course. Librarians are automatically assigned to many college classes. If a librarian is not assigned to the class an instructor can request that a librarian be embedded in the class by submitting a ticket to the Online College. The librarian is then embedded into the D2L course shell.

Students beginning coursework at Pima Community College receive an introduction to the library during their initial required orientation. Students entering their first year of the program have a class period allotted to a more in depth introduction to the library and library resources by the campus librarians. Program staff and faculty assign research activities to encourage use of the library and its resources.

Standard 6 Site -Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary

No site team commentary for Standard 6

Standard 7-Admissions

Standard 7 - Admissions

7a

The institution and program admission policies must be well defined and documented.

Show More

<div style="text-align:right">PC</div>

Partially Compliant

7b

Applicants must have a high school diploma or its equivalent.

Show More

7c

Consideration of the qualifications of applicants for admission must include aptitude for, an interest in, and an understanding of a career in veterinary technology. The CVTEA recognizes that some institutions must perform under open admissions policies that prohibit selective

Show More

7d

Catalogs, website, or other official publications must contain the institutional and programmatic purposes and objectives, admission requirements and procedures, academic offerings, degree granted, and program requirements for completion of the degree, including the

Show More

7e

The institution and program must demonstrate integrity and responsibility in student recruitment practices. Admission must be non-discriminatory and in accordance with federal and state statutes, rules, and regulations. Personnel who are knowledgeable about the

Show More

7f

The program director or director's appointee should participate in the deliberations of the admissions committee and selection of students

Show More

Standard 7 - Admissions Admissions

Standard 7 Documentation

Indicate the information evaluated to assess Standard 7-Admissions

College catalog, brochures, website

Program admission packet

Description of admission policies and procedures

Discussion with program students

7.1 ROE

Institutional and program admissions policies are well defined and documented.

YES

7.2 ROE

A high school diploma or its equivalent are required for admission into the program.

NO

7.2a ROE

Consideration is given for the qualifications of applicants for admission including aptitude for, an interest in, and an understanding of a career in veterinary technology.

YES

7.2a ROE Comments

It appears that the requirement for high school diploma or equivalent was omitted from programmatic requirements at some point since the previous site visit. Although, the Program believes all current students meet this requirement, there are plans to reimplement this requirement before the next cohort of students is admitted.

7.3 ROE

Describe student enrollment into the program (number of time each year, etc.)

Once yearly, each spring semester

7.3a ROE

Maximum number of students to be admitted into the program for each enrollment period	48

7.4 ROE

Describe requirements for admission into the program.

Procedure for Selecting First-Year Students

The selection process for first-year students in the veterinary technology program is designed to identify candidates who demonstrate an aptitude for, interest in, and understanding of a career in veterinary technology. This comprehensive process considers a variety of factors, including scholastic achievements, industry experience, and personal attributes.

Application and Initial Assessment

1. **Pre-Application Guidance**:
   - Learners are mentored and directed to program-specific advisors to complete pre-work courses before applying to the program.
   - Students must have completed or be enrolled in these pre-work courses at the time of application to be considered for the cohort.
2. **Application Timeline**:
   - The program begins in the spring, with applications due by **November 1st** for evaluation.
3. **Evaluation Criteria**:
   - **Aptitude and Interest**:
     - Applications are reviewed for completeness, professionalism, grammar, and understanding of the veterinary field.
     - Applicants with previous industry work experience are given special consideration.
     - Interest and aptitude are further assessed through success in the **VET 100 course (Introduction to Veterinary Technology)**, a prerequisite for program entry.
   - **Scholastic Requirements**:
     - Completed pre-work courses and grades are evaluated.
     - Previous college experience or degrees earned are considered.
     - While there is no minimum GPA requirement, successful applicants typically have a GPA higher than **2.5**. Applicants with lower GPAs are encouraged to explain any academic challenges or life experiences that impacted their performance.
   - **Supporting Documentation**:
     - Letters of reference are encouraged but not required.
     - High school students who completed veterinary assistant programs are encouraged to apply and are often successful due to their industry understanding.
   - **Transfer Credits**:
     - Transfer credits from other institutions are reviewed by the registrar's office to ensure they meet pre-work course requirements.
4. **Whole Student Approach**:
   - The selection process adopts a holistic approach, considering the entire profile of the applicant rather than focusing solely on academic metrics.

Application Requirements

- **Application Components**:
  - No entrance exams or additional documentation are required at the time of application.
- **Additional Documentation (Post-Admission)**:
  - Prior to program admission, students must provide:
    - Proof of health insurance and a signed Health Insurance Acknowledgement Form.
    - Documentation of rabies vaccination or titer testing and a completed Rabies Policy Document.
    - Results of a urine toxicology exam.
    - Proof of tetanus vaccination within the last eight years.
    - Health and Accessibility Declaration for Occupational Standards Form.
    - Vet Tech Handbook Review and Signature Page.

Special Considerations

- **Out-of-State Students**:
  - There are no special provisions for out-of-state students; the selection criteria and requirements are uniform for all applicants.

Overall, the selection procedure is designed to evaluate a candidate's readiness and suitability for the veterinary technology program through a comprehensive review of their academic history, practical experience, and personal characteristics. This ensures that students who are selected are well-prepared to succeed in their studies and future careers in veterinary technology.

7.5 ROE

The catalog and/or other advertising material including website, accurately describe the program and its objectives.

YES

7.6 ROE

The program director or director's appointee participate in the selection of students admitted into the program.

YES

7.6 ROE Comments

Involvement of Program Personnel in the Admissions Process
Program personnel play a crucial role in the admissions process for students entering the veterinary technology program. Their involvement ensures that applicants are thoroughly assessed and prepared for success in the program.

Key Roles and Responsibilities
Program Director:

Application Collection and Initial Review: The program director is primarily responsible for collecting and conducting the initial review of all applications. They ensure that each application is complete and meets the basic requirements before further evaluation.

Selection Process: The program director oversees the entire admissions process, ensuring that all steps are followed, and criteria are met.

Program Personnel:
Student Assessment: Program personnel provide valuable insights into each applicant's suitability for the veterinary technology program. They assess individual student aptitude and interest in the profession based on performance in introductory courses such as VET 100 (Introduction to Veterinary Technology).

Perspectives on Aptitude: Personnel evaluate students' understanding of veterinary technology and their potential for success in the field, offering perspectives that guide the selection process.

Post-Selection Activities:
Documentation Collection: Once students are selected, program personnel may assist in gathering required documentation, such as proof of health insurance, vaccination records, and other health-related documents needed before program admission.

Orientation and Preparation:

All program personnel are involved in orientation seminars and meetings with incoming students.

They help familiarize new students with program expectations, requirements, and resources available to support their success.

Continuous Support:

Mentorship and Guidance: Throughout the admissions process and into the program, personnel provide ongoing mentorship and support, helping students navigate their academic journey.

Overall, the involvement of program personnel in the admissions process ensures a comprehensive evaluation of applicants and a supportive transition into the program, setting students up for success in their veterinary technology education and careers.

Standard 7 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary
Critical	Program applicants must be required to hold a high school diploma or its equivalent. (7b)

Standard 8 - Students

Standard 8 - Students

8a

The number of students must be appropriate to achieve the mission of the program. Enrollment must not exceed the available resources including the number of faculty and support staff needed to meet the educational goals of the curriculum. An appropriate program personnel-

Show More

<div style="border:1px solid #ccc; display:inline-block; padding:4px;">C</div>

Compliant

8b

Student support services must be available within the institution for program students. Interactions between students and faculty/staff must be sufficient to communicate expectations for successful academic performance, provide feedback for improvement of skills and knowledge, and

Show More

8c

Throughout the curriculum, students must be exposed to veterinary team concepts and appropriate modeling of ethical and professional behavior.

Show More

8d

Students should be encouraged to form a student organization, and this organization should become an affiliate of the National Association of Veterinary Technicians in America (NAVTA) and appropriate state veterinary technology associations. Students should be encouraged to be

Show More

8e The program must promote a learning environment that values diversity, equity, inclusion, and belonging.

Standard 8 - Students Students

Standard 8 Documentation

Indicate the information evaluated to assess Standard 8 - Students

Description of student support services available

Documentation of numbers of students admitted into the program

Review of student handbook

Discussions with program personnel and students

8.1 ROE

STUDENT ENROLLMENT	Total Institutional Enrollment	Total Program Enrollment
Total Number (Head count)	14,526	83
FTE (Full-time equivalent)	4,420.0	83.0

8.2 ROE

Students currently at each stage of the curriculum (as applicable).

Year	Head Count
First Year	48
Second Year	35
Third Year	
Fourth Year	

8.3 ROE

Program Graduates

Graduates	Four years past	Three Years Past	Two Years Past	Prior Year	Current Year
Academic Year	2020	2021	2022	2024	2024
Total Graduates	33	23	29	28	28

8.4 ROE

There are appropriate program personnel-to-student ratio present for the following:

Personnel:Student Ratios	Animal Handling Laboratories	Program Laboratories	Lecture Classes
Ratio	1:8	1:12	1:24
Meets Standard or Is Appropriate?	Yes	Yes	Yes

8.5 ROE

The number of students enrolled is appropriate for the available resources, including faculty and staff, to meet the educational goals of the program.

YES

8.6 ROE

Student support services are available to program students from the institution.

NO

8.6 ROE Comments

8.7 ROE

Does the program anticipate the number of students entering the program to change in the next 2 years? If yes, describe, otherwise, choose No.

No, the program does not anticipate any changes to students entering the program

8.8 ROE

The program models veterinary team concepts and appropriate ethical and professional behavior.

YES

8.8 ROE Comments

8.9 ROE

Student Organization

Does the program have a student veterinary technician organization?	Yes
Is the student organization a student chapter of the National Association of Veterinary Technicians in America (NAVTA)?	No
Student membership to state veterinary technician organizations is available, if applicable.	Yes

8.10 ROE

Students have opportunities to provide input into the program.

YES

8.10 ROE Comments

Pima Community College (PCC) offers multiple channels for students to provide input on program policies and curriculum. These feedback mechanisms ensure that student voices are heard and contribute to the continuous improvement of educational programs. Here are the main channels available:

1. Direct Contact Information

Instructor and Program Director Contacts: Each course syllabus includes the contact information for the instructor and the program director, allowing students to reach out directly with any concerns or suggestions regarding the course or program.

Example Contact Information:

Division of Business & IT

Dean: 520.206.7694

Program Director: 520.206.7629

Email: klombana@pima.edu

2. Anonymous Course Reviews

End-of-Course Reviews: At the end of each class, students receive an anonymous course review email. This allows them to provide honest feedback about their experience, including opinions on the curriculum, teaching methods, and overall course effectiveness.

3. Anonymous Messaging

Anonymous Message System: A flier posted in the classroom entryway provides contact information for leaving an anonymous message to a faculty member. This option enables students to express concerns or suggestions without revealing their identity, promoting openness and honesty.

4. Online Program Webpage

Program Webpage: Information and updates about programs are posted on the program webpage, where students can find details about how to provide feedback or contact relevant staff members for further discussions.

5. Pima Contact Us Webpage

Contact Us Page: Students can access the Pima Community College "Contact Us" webpage to find various contact options for providing feedback or seeking assistance with their concerns.

6. Student Services Feedback

Feedback Commitment: Pima Community College is dedicated to providing the best student service experience possible. They actively seek student input to improve services and policies.

Feedback Submission Options:

Email: pcc-sscadmins@pima.edu

Online Form: Student Services Feedback Form (students can use this form to submit feedback about their experiences and suggest improvements).

These feedback channels are designed to ensure that students can communicate their thoughts and concerns effectively, helping PCC maintain a responsive and student-centered educational environment. By actively soliciting student input, PCC demonstrates its commitment to continuous improvement and excellence in education.

8.11 ROE

There is evidence that the Program promotes a learning environment that values diversity, equity, inclusion, and belonging.

YES

Standard 8 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary
Recommendation	The student organization should become affiliated with the National Association of Veterinary Technicians in America (NAVTA).

Standard 9 - Faculty

Standard 9 - Faculty

9a Faculty and staff numbers must be sufficient to deliver the educational program and meet the instructional goals of the program.

9b

PC

Instructors in the program must have knowledge and expertise in the topics they teach and promote the appropriate role of the veterinary

technician in the veterinary health care team. Instructional duties must not violate local, state, or federal laws regarding the practice of

Show More

9c

The program director must be a licensed veterinarian or a credentialed veterinary technician who must be a graduate of an AVMA or CVMA-

accredited program. The program director must have the educational background and occupational experience appropriate to understand

Show More

9d

The director must have the responsibility, authority, and support necessary to manage the program successfully. This shall be documented

in a written job description that also shall clearly define the position of the director within the institutional hierarchy. The program director

Show More

9e

Each program must have one full-time credentialed veterinary technician who must be a graduate of an AVMA CVTEA or CVMA-accredited

program. Each program must have a minimum equivalent of one full-time licensed veterinarian

Show More

9f

Academic positions must offer sufficient compensation, incentives, and employment security to attract and retain qualified personnel in

order to maintain program stability. Faculty and staff must have sufficient time for development and delivery of instruction, curriculum

Show More

9g

The institution must provide evidence that it evaluates program personnel regularly and assists and facilitates professional growth.

Program personnel should be encouraged and financially supported to be participating members of local, state, and national veterinary

Show More

Standard 9 - Faculty and Staff Faculty and Staff

Standard 9 Documentation

Indicate the information evaluated to assess Standard 9-Faculty

Documentation of program personnel workloads

Description of program personnel workloads

Documentation of program personnel credentials

Description of program personnel credentials

Job description of program director(s)

Institutional policy on definition of full-time employment

9.1 ROE

Faculty and staff numbers are sufficient to deliver the educational program and meet the instructional goals of the program.

YES

9.1 ROE Comments

The current faculty and staff are able to sufficiently deliver the Program in order to meet its instructional goals; however, individual workloads include overloads to accomplish this.

9.2 ROE

Program instructors' qualifications are academically and experientially appropriate to the subject matter they teach.

YES

9.2 ROE Comments

Faculty and staff are diversely experienced, knowledgeable, and student-centered in their demeanor.

9.3 ROE

Person(s) responsible for the management of the program.

Dr. Karla Lombana

9.4 ROE

Program Director(s)

The Program Director(s) is a licensed veterinarian or a credentialed veterinary technician who is a graduate of an AVMA CVTEA-accredited program.	YES
The Program Director(s) have both the academic and experiential qualifications to fulfill the program goals.	YES
There is evidence that the Program Director(s) has sufficient authority and responsibility for the development and administration of the educational program.	YES
There is a written job description for the Program Director(s).	YES
The Program Director has sufficient time and resources devoted to the administration of the educational program.	NO

9.4 ROE Comments

The site team is concerned about the current workload of the Program director. Her position is classified as an Academic Director and the job description indicates there is no teaching load required of this position. However, Dr. Lombana is currently devoting 24 contact hours per week in contact with students including instruction, surgical procedures, and oversight during laboratories to maintain appropriate ratios. As a result, it not uncommon for the director to complete administrative duties after hours and often from home which commonly puts her workload in exceedance of a 40 hour work week. It should also be noted that the director receives no overload compensation for instruction due to her classification of Academic Director at the college.

The site team recommends the hiring a relief veterinarian as a short-term method to relieve veterinary and instructional duties of the Program director.

Dr. Lombana provides dedicated, capable, and approachable leadership as the director of the Program.

9.5 ROE

The program has a minimum equivalent of one full-time licensed veterinarian on staff.

YES

9.5 ROE Comments

9.6 ROE

The program has a minimum of one full-time credentialed veterinary technician, who is a graduate of an AVMA CVTEA-accredited program on staff.

YES

9.6 ROE Comments

9.7 ROE

Faculty Totals

Total number of veterinarians employed.	1.0
Total full-time equivalent (FTE) veterinarians.	1.0
Total number of credentialed veterinary technicians employed.	6.0
Total FTE credentialed veterinary technicians.	5.0
Total other instructors employed by the program.	
Total FTE other instructors.	

9.7 ROE Comments

9.8 ROE

Program personnel salaries and benefits are sufficient to attract and retain qualified personnel.

YES

9.8 ROE Comments

Compensation of the academic director and faculty appear competitive; however, the salaries of staff credentialed veterinary technicians is considered to below the national average especially given their experience and responsibilities. Consideration should be given to increasing their compensation.

9.9 ROE

There is sufficient time for program personnel to devote to development and delivery of instruction, curriculum development, student evaluation, student advising and counseling, and professional development.

NO

9.9 ROE Comments

Workloads of faculty and staff are a concern as their weekly contact hours with students and instructional duties are considered high as evidenced by the overload hours required to deliver the program. Current teaching responsibilities do not allow Program personnel sufficient time for development or review of curriculum, student evaluation, advisement, or professional development. Interviews with personnel reveal their willingness to contribute when and where needed, but the site team is concerned about the potential negative impacts including negative work-life balance or burnout. The Program has been challenged to hire additional personnel with appropriate experience and available time, especially with regard to veterinarian staffing. It should be noted that faculty and staff do receive additional compensation for overload responsibilities, with the exception of the director due to her classification of Academic Director (see previous comments in 9.4). The site team recognizes the efficiency of current personnel and their dedication to ensuring that students are successful; however, there are concerns that the current level of workloads may not be easy to sustain over the long term.

It will be very beneficial to hire additional full-time faculty position to Program staffing.

9.10 ROE

There is evidence that program personnel are evaluated regularly and the institution assists and provides opportunities for professional growth.

YES

9.10 ROE Comments

9.11 ROE

Program personnel are members of appropriate local, state, and national professional organizations.

NO

9.12 ROE

Faculty/staff member assigned one-quarter time (o.25 FTE) or more to the veterinary technology program.

Name	State(s) licensed/credentialed in	Education Degree, Institution, Year	Title or Rank	Date of Original Appointment	Employment Type	Average Teaching Load in Student Contact Hours per week	Professional Association Memberships (define acronyms on first mention)
Dr. Karla Lombana	Arizona	DVM, Colorado State University, 2013	DVM	08/17/2020	Full-time	24	American Veterinary Medical Association (AVMA) American Veterinary Technician Educators (AVTE)
Jenaway Gallo	Arizona	AAS, Pima Community College, 2007 BS, University of Arizona, 2010	CVT	08/26/2009	Full-time	20	AVTE
Taryn Crouse	Arizona	AAS, Pima Community College, 2017	CVT	08/20/2020	Full-time	20	AVTE National Board of Certification for Animal Acupressure and Massage (NBCAAM) Arizona Veterinary Technician Association (AZVTA) International Association of Animal Massage and Bodywork (IAAMB)
Sarah Mackie	Arizona	AAS, Pima Community College, 2008 BS, Lewis and	CVT	08/20/2012	Adjunct	12	AVTE American Animal Hospital Association

		Clark College, 2003					(AAHA) Fear Free
Michelle Watt	Arizona	AAS, Pima Community College, 2017	CVT	06/22/2022	Adjunct	14	AVTE
Briana Fraley	Arizona	AAS, Pima Medical Institute (Tucson), 2019 BS (in progress) Appalachian State University	CVT	08/23/2022	Adjunct	15	AZVTA National Association Veterinary Technicians in America (NAVTA) American Association of Equine Veterinary Technicians (AAEVT)

Standard 9 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary
Major	Sufficient time be allotted to the Program director for administrative and teaching responsibilities and opportunities and support for professional development be provided. (9d)
Major	Faculty and staff members have sufficient time for development and delivery of instruction, curriculum development, student evaluation, student advisement and counseling, and professional development. (9f)
Recommendation	An additional full-time faculty position be added to Program staffing.
Recommendation	Efforts be made to increase compensation of CVT staff.
Recommendation	Program personnel be members of appropriate state and national professional organizations.
Recommendation	Program personnel continue to be encouraged and financially supported to attend continuing education meetings including the annual convention of the Association of Veterinary Technician Educators (AVTE).

Recommendation	Consideration be given to hiring a relief veterinarian as a short-term method to relieve veterinary and instructional duties of the Program director.

Standard 10 - Curriculum

Standard 10 - Curriculum

10a

The curriculum must prepare graduates who will be fully capable of performing in a wide variety of professional roles within the veterinary field. At the completion of the curriculum, graduates must have attained entry-level skills needed to support companion animal, equine, and food

C
Compliant

Show More

10b

The specific courses shall teach basic medical science, communication, critical thinking, decision-making, and clinical application skills. Integration of nursing, technical, and medical skills within the curriculum must use live animals. Whenever possible, animal nursing skills should

Show More

10c

The curriculum must include general education and specific veterinary technology course content. Required materials can be offered as complete course offerings or be integrated into courses involving more than one area of recommended material. Course objectives must be

Show More

10d

Practical veterinary experience that expands student knowledge and builds proficiency of acquired skills through task-specific exercises is a required portion of the curriculum. These experiences are usually termed preceptorships, practicums, internships, or externships. Practical

Show More

10e

Successful completion of all required skills found in the *Veterinary Technology Student Essential and Recommended Skills List Appendix* must be evaluated and documented, indicating date completed, by program personnel who use standard criteria that reflect contemporary veterinary

Show More

10f

The CVTEA recognizes that a program may wish to emphasize certain areas within the curriculum to capitalize on regional variation, institutional strengths, and available job markets. This emphasis should be clearly stated in the mission statement/objectives of the program, and the

Show More

10g

The CVTEA recognizes that academic institutions have the inherent right to accept credits from other colleges, universities, recognized educational entities, or prior learning. However, if the program accepts veterinary technician-related course credit from institutions not

Show More

10h

At times, accredited programs are requested to give credit for high school courses with titles similar to those required for graduation from a CVTEA-accredited program. If credit is to be given for such courses, the student must first be required to demonstrate to veterinary technology

Show More

Standard 10 - Curriculum Curriculum

Standard 10 Documentation

Indicate the information evaluated to assess Standard 10 - Curriculum

College catalog, website

Suggested course sequence

Course syllabi

Standardized criteria

Documentation of student acquisition of essential skills

Sample of course content e.g. unit of instruction with lecture and laboratory components

Discussions with program personnel and students

10.1 ROE

Degrees Granted

Associate of/in Applied Science

10.2 ROE

Curriculum Summary

Curriculum calendar system	Semester
Total number of credit hours for the program	60
Number of externship/internship/preceptorship hours in the curriculum (honing skills)	288 hours
If applicable, number of hours during externship spent in primary learning (completing essential skills including assessment)	not applicable
Length of consecutive time to complete the curriculum	2 years
Total number of contact hours to complete the program (including lecture and laboratories)	not reported

10.3 ROE

Curriculum Review

Individual courses and the curriculum as a whole is reviewed and systematically evaluated.	YES
Program personnel participate in curriculum review and revision.	YES
There is evidence that feedback from the evaluation process has resulted in implemented changes.	YES

10.3 ROE Comments

10.4 ROE

Curriculum Content

The curriculum and length of the program is appropriate to meet the educational objectives of the program.	YES
The curriculum provides a reasonable opportunity for a student to attain knowledge and contemporary veterinary skills consistent with the needs of an entry-level veterinary technician.	YES
The curriculum includes basic medical sciences, communication, critical thinking, decision-making and clinical application skills.	YES
Course prerequisites are clearly communicated and are being followed.	YES
Courses are available when needed by students so that a student may complete the curriculum in the length of time stated in the program literature.	YES
The curriculum includes the required general education and specific veterinary technology course content.	YES

10.4 ROE Comments

10.4a ROE

Educational delivery modalities used by the program includes the following.

	Modalities Available	Describe further details
Lectures	Online	Most lectures are available online in recorded (and closed captioned) formats.
Laboratories	On-Campus Online	Laboratories without animals are varied and may use models for guidance or practice, samples or laboratory skills (clinical pathology) or may be in online formats as well.
Essential Skill Completion	On-Campus Online	All hands on essential skills are completed with PCC faculty or staff either on campus or at approved locations. Any knowledge based essential skills may be documented in person or through online labs, assignments or examinations.

10.5 ROE

The program has a written and mutually signed agreement with practical veterinary externship sites that outlines the arrangement between the institution and the practicum site, including specific learning objectives, course requirements, evaluation criteria, and

rabies mitigation (if applicable).

YES

10.6 ROE

The practical veterinary experience is monitored by the program director or the director's appointee, who is appropriately qualified.

YES

10.7 ROE

Essential Skills

Program students complete all essential skills	YES
Essential skills are evaluated using standardized criteria	YES
Program personnel evaluate student's acquisition of essential skills.	YES

10.7 ROE Comments

10.8 ROE

Transfer Credits

The program ensures that credits accepted in transfer from non AVMA CVTEA-accredited programs meet CVTEA Standards.	N/A
The program accepts credit for high school courses.	NO
Students are required to demonstrate competency comparable to program students who have completed the required course successfully for any transferred credits.	N/A

10.8 ROE Comments

10.9 ROE

Describe any changes to the curriculum being considered.

Need for Improved Customer Service Skills and Training

There has been a significant outpouring of support and demand for improved customer service skills and training among individuals in the community, as well as offerings for learners who want to enhance their customer service or client-facing skills. Multiple advisory council meetings have highlighted

the communication struggles students face when entering clinical practice. Additionally, clinics have expressed a need for trained Customer Service

Representatives (CSRs) who possess the necessary background knowledge.

Community Feedback and Proposed Solution

To address these needs, surveys were conducted among clinical partners in the area to assess the interest in offering a stackable certificate as part of

the Associate of Applied Science (AAS) degree. This proposed certificate would include:

- Veterinary Customer Service Course: A newly designed course focused on CSR principles specific to veterinary practice.
- Introductory Course: An introductory course to provide foundational knowledge.
- General Education Requirements: Other key general education courses that support effective communication and understanding of clinical roles.

The goal of this certificate program is to improve the overall quality of communication and enhance clinical appreciation for technicians. It aims to help

them understand the roles of CSRs and front-end staff, ultimately improving communication within the clinical environment.

Before any official requests for curriculum alterations can be submitted to the American Veterinary Medical Association (AVMA), further approvals are

required from the Department of Education and the Higher Learning Commission. These steps ensure that the proposed changes meet educational

standards and align with the needs of both students and the community.

10.10 ROE

There is evidence that the Program appropriately responds to incidents or issues that are inconsistent with a learning environment

that values diversity, equity, inclusion, and belonging.

Not Applicable

Standard 10 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary

No site team commentary for Standard 10

Standard 11 - Outcomes Assessment

Standard 11 - Outcomes Assessment

11a

The program must develop program-specific outcome assessment instruments that assist in determining attainment of the educational goals.

Such instruments shall include, but are not limited to:

C

Compliant

Show More

11b

CVTEA expects the institution to encourage and support the program review and evaluation process for the outcomes of the educational

program. The results of all outcome assessments must be used to improve the program. In absence of significant data from peer reviewed

Show More

11c

Programs must comply with VTNE reporting requirements. (see *Reporting to the Community*)

Show More

11d

The program's three year rolling average VTNE pass percentage for first time test takers must be 50% or higher.

Show More

Standard 11 - Outcomes Assessment Outcomes Assessment

Standard 11 Documentation

Indicate the information evaluated to assess Standard 11-Outcomes Assessment

Veterinary Technician National Examination results

Recent graduate and employer surveys

Evaluations by preceptorship/internship/externship supervisors

Student evaluations of program

Faculty evaluations of program

Advisory committee minutes

11.1 ROE

Program Feedback

The program utilizes program-specific graduate surveys	YES
The program utilizes program-specific employer surveys	YES
The program provided current results of graduate surveys	YES
The program provided current results of employer surveys	YES

11.1 ROE Comments

The graduate survey is sent out annually, targeting the last five years of graduating classes. This approach provides a comprehensive view of program effectiveness and trends over time.

Summary of Graduate Feedback Efforts:

Total Surveys Sent: 113

Total Responses Received: 37

Response Rate: 33%

Employer surveys are distributed once a year to all known preceptor and intern sites, allowing for consistent feedback over time.

Summary of Employer Feedback Efforts:

Total Employer Surveys Sent: 69

Total Responses Received: 16

Response Rate: 23%

11.2 ROE

State Requirements

There is a state credentialing examination	YES

Credential granted	CVT

11.3 ROE

Annual Veterinary Technician National Exam (VTNE) Pass Percentages (first-time candidates only)

VTNE Window Date Range (i.e. July 1, 2020 - June 30, 2021	January-December 2020	January-December 2021	January-December 2022	January-December 2023	January-August 2024
Number of first-time candidates passing VTNE (July 1 to June 30)	8	12	16	14	3
Number of first-time candidates that have taken the VTNE (July 1 to June 30)	8	18	28	28	7
VTNE Pass Percentage (July 1 to June 30)	100.00%	66.67%	57.14%	50.00%	42.86%

11.3 ROE Comments

The three year pass rate for calendar years:

    2021/2023   42   74   57%

    2022/2024   33   63   52% (incomplete, December 2024 data is pending)

The three year pass rate for academic years of July 1, 2021 - June 30, 2024 is 55.6% for 72 first time candidates.

11.4 ROE

The program's current three-year pass percentage for VTNE, including total number of first-time test takers, is accurately posted on its webpage.

YES

11.5 ROE

Are there concerns related to VTNE domain score averages for first-time candidates?

YES

11.5 ROE Comments

The Program's annual pass rates have been slowly dropping over the past three years. The Program is encouraged to continue exploring the factors for declining pass rates on the VTNE.

11.6 ROE

The program utilizes other methods to assess outcomes, other than the VTNE and state exam pass rates, graduate and employer surveys, and attrition rates.

NO

11.7 ROE

The institution supports and encourages program review and evaluation for program outcome improvement.

YES

11.7 ROE Comments

11.8 ROE

Student Attrition

Explanatory Notes:

- **Absolute Attrition:** Students who have ceased enrollment in the program.
- **Relative Attrition:** Students who have temporarily paused program courses, but continue to be enrolled and expected to return to the program, and students who have had to repeat a course (s). Students in this category will generally not graduate with their initial cohort, rather, these students will graduate with a later cohort.
- **Re-entries:** Represents 'relative attrition' students who have recommenced program courses.
- **Current Cohort Enrollment** = (Starting Cohort enrollment – total absolute attrition – total relative attrition) + Re-entries

Cohort Start Date	Expected Cohort Graduation Date	Year of Progress in Curriculum (1,2,3,4)	Starting Cohort Enrollment (# of students)	Absolute Attrition Academic Reasons (# of students)	Absolute Attrition Personal Reasons (# of students)	Absolute Attrition Transfer to another program (# of students)	Total Absolute Attrition (# of students) (Total from 3 previous columns)	% Absolute Attrition *Table will calculate	Total Relative Attrition (# of students)	Re-entries (# of students)	Current cohort enrollment *Table will calculate
01/17/2024	05/21/2025	2	48	2	6	0	8	16.67%	8	3	35
01/15/2025	05/20/2026	1	45	0	0	0	0	0.00%	0	3	48

Standard 11 Site Team Commentary-Deficiency and/or Recommendations

Critical / Major / Recommendation	Site Team Commentary

Recommendation	The Program should continue to explore factors for declining pass rates on the VTNE.

Deficiency Summary

The following is a summary of Critical Deficiencies (Issues).

Critical deficiencies apply to situations that clearly result in a program's inability to meet a Standard, and/or subject students, faculty, or others to unacceptable levels of risk. Documentation of significant progress toward compliance with each critical deficiency must be achieved by the time of the program's next report to CVTEA. Lack of compliance may be considered cause for change of the program's accreditation status.

It is critical that:

Critical Deficiencies

Critical Deficiencies

Critical Deficiency Number	Critical Deficiency	Critical Deficiency - Related Standard(s)	Critical Deficiency Program Response (PSVR)
1	The advisory committee have representation from multiple veterinarians to more fully advise the Program.	3e	
2	The Program be compliant with Occupational Safety and Health Administration (OSHA) and other safety considerations with respect to: a. Inadequate biohazard secondary labeling and signage b. Absence of evidence that radiation exposure of students is being monitored or eliminated during externship experiences c. Damaged laminate counter tops in the clinical laboratory and worn wood tops on exam carts that are not impervious to pathogens and cannot be sanitized	4a, 4e	

	d. Location of the cattle chute at Nelson Farms e. Obstructed egress of doorways in the Program facility.		
3	The controlled substance logbook be compliant with Drug Enforcement Administration (DEA) regulations when tracking a different size of medication bottle than is being recorded in the log.	4e	

4	4. Evidence exist that the Program is compliant with United States Department of Agriculture (USDA) Animal Welfare Act (AWA) regulations with respect to:
	
	    a. An approved euthanasia protocol for ruminants
	    b. Semiannual reporting to the institutional official includes signatures of the majority of the IACUC members
	    c. Frequency and limitations on the number of radiographs to be performed on an animal during a given period of time are described to prevent overuse of animals
	    d. Avoidance of conflicts of interest are being eliminated in the approval process for animal use protocols.
		5a	

5	Documentation be provided to ensure that Program facilities on campus are compliant with Arizona veterinary premise license requirements. (5a)	5a	
6	A memorandum of understanding (MOU) be in place with the rabbit resource provider.	5b	
7	Program applicants be required to hold a high school diploma or its equivalent.	7b	

The following is a summary of Major Deficiencies (Issues).

Major deficiencies apply to situations that jeopardize the ability of the program to meet a Standard. Progress toward meeting each major deficiency must be demonstrated on an annual or biennial basis. Documentation of steps taken toward compliance with major deficiencies is required. Lack of compliance within the assigned five- or six-year period, prior to the next scheduled complete evaluation, may be considered cause for change of the program's accreditation status.

It is required that:

Major Deficiencies

Major Deficiencies

Major Deficiency Number	Major Deficiency	Major Deficiency-Related Standard(s)	Major Deficiency Program Response (PSVR)
1	Long range strategic planning by the college include an evaluation of existing facilities to ensure that the current needs of the Program are being met and that facilities emulate a contemporary veterinary environment. (4a, 4b)	4a, 4b	
2	IACUC approved protocols include appropriate provision of anesthetics, sedatives, and analgesics when necessary.	5a	
3	Resources for rabbit and rodent instruction be enhanced.	5b	
4	Radiographic labeling consistently include positional markers.	5d	
5	Sufficient time be allotted to the Program director for administrative and teaching responsibilities and opportunities and support for professional development be provided.	9f	

| 6 | Faculty and staff members have sufficient time for development and delivery of instruction, curriculum development, student evaluation, student advisement and counseling, and professional development. | 9f | |

Recommendations

Recommendations

Recommendations are suggestions for program improvement but have no bearing on the program's accreditation status.

Recommendation Number	Recommendation
1	The student organization become affiliated with the National Association of Veterinary Technicians in America (NAVTA).
2	An additional full-time faculty position be added to Program staffing.
3	Efforts be made to increase compensation of CVT staff.
4	Consideration be given to hiring a relief veterinarian as a short-term method to relieve veterinary and instructional duties of the Program director.
5	Program personnel be members of appropriate state and national professional organizations.
6	Program personnel continue to be encouraged and financially supported to attend continuing education meetings including the annual convention of the Association of Veterinary Technician Educators (AVTE).
7	The Program continue to explore factors for declining pass rates on the VTNE.