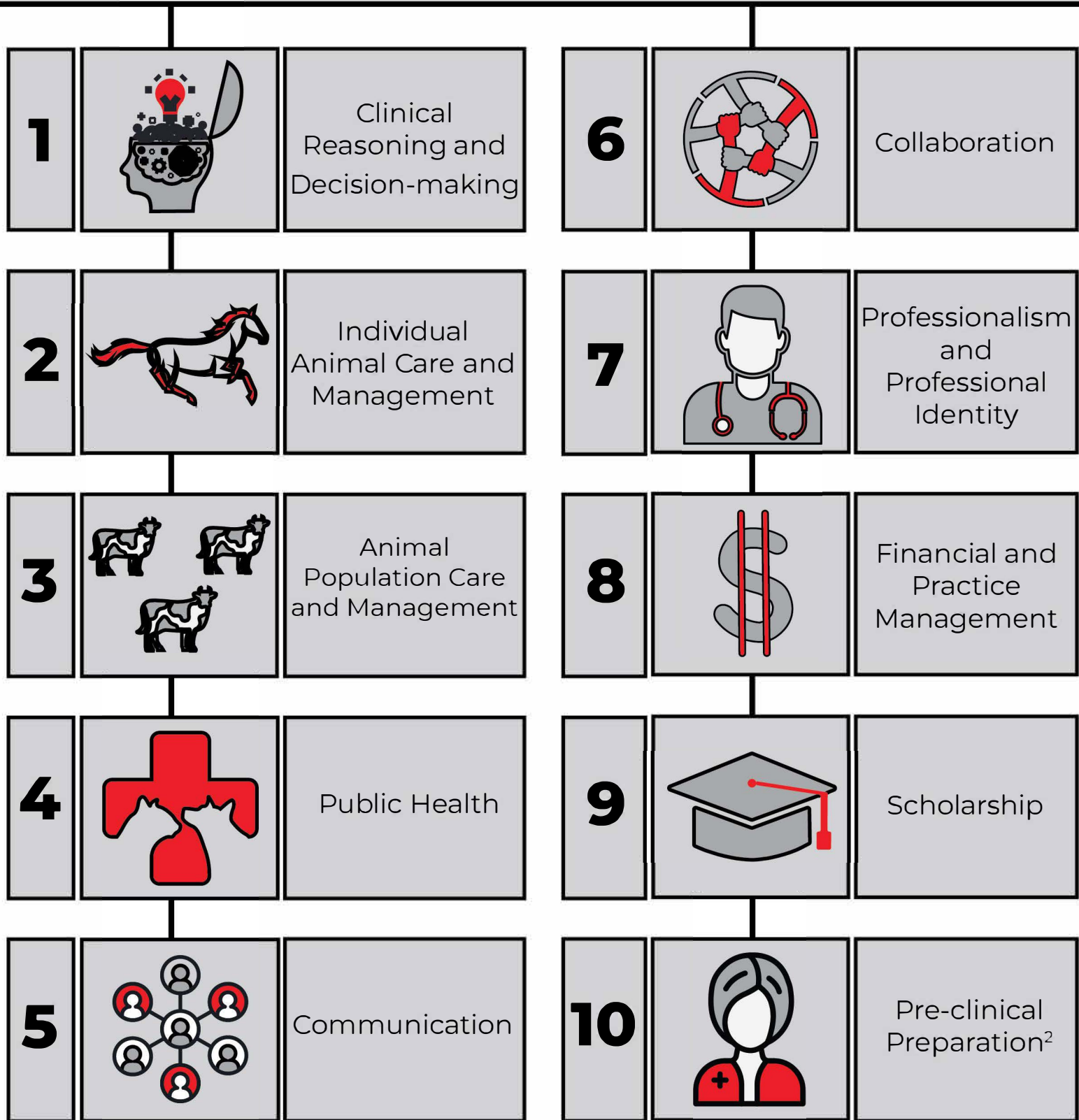


TEXAS TECH UNIVERSITY
School of Veterinary Medicine™

Domains of Competence¹



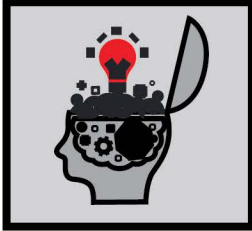
1. Domains 1-9 are from the AAVMC CBVE Working Group:

AAVMC Working Group on Competency-Based Veterinary Education, Molgaard, L.K., Hodgson, J.L., Bok, H.G.J., Chaney, K.P., Ilkiw, J.E., Matthew, S.M., May, S.A., Read, E.K., Rush, B.R., Salisbury, S.K. (2018). Competency-Based Veterinary Education: Part 1 - CBVE Framework. Washington, DC: Association of American Veterinary Medical Colleges. <https://www.aavmc.org/programs/faculty-educators/cbve/>

2. Domain 10 is a TTU SVM specific domain

DOMAIN 1

Clinical Reasoning and Decision-Making



The graduate demonstrates critical thinking and problem solving to arrive at evidence-based decisions that consider animal and client needs, available resources, and social context.

CBVE Competencies

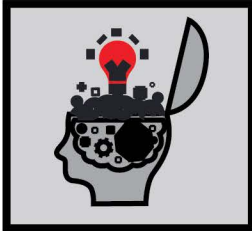
1.1	Gathers and assimilates relevant information about animals
1.2	Synthesizes and prioritizes problems to arrive at differential diagnoses
1.3	Creates and adjusts a diagnostic and/or treatment plan based on available evidence
1.4	Incorporates animal welfare, client expectations, and economic considerations into the diagnostic or treatment plan

RAIDERVET™ New Graduate Competencies

<ul style="list-style-type: none"> a. Elicits, records, and interprets a complete history b. Performs and interprets comprehensive physical examination of relevant species c. Interprets results of diagnostic laboratory tests and imaging d. Performs and interprets necropsy exams
<ul style="list-style-type: none"> a. Applies relevant history, physical examination, and diagnostic findings and uses clinical reasoning to identify relevant problems b. Uses clinical information in conjunction with knowledge of signalment, geographical disease incidence, and pertinent history to develop a prioritized problem list c. Prioritizes the differential list and formulates a presumptive diagnosis
<ul style="list-style-type: none"> a. Develops a working diagnostic plan and medical and/or surgical therapeutic plan using evidence-based information and experience within the spectrum of care b. Communicates rationalized diagnostic plan, diagnosis, therapeutic plan, and prognosis to the client working within the spectrum of care c. Uses changes in clinical conditions to re-evaluate, alter diagnosis, therapeutic plan, and/or prognosis
<ul style="list-style-type: none"> a. Considers disease in context of the whole animal, animal population, its environment, and client needs b. Presents a range of therapeutic options to the client within the context of spectrum of care c. Considers euthanasia as a management option when appropriate

DOMAIN 1

Clinical Reasoning and Decision-Making



The graduate demonstrates critical thinking and problem solving to arrive at evidence-based decisions that consider animal and client needs, available resources, and social context.

CBVE Competencies

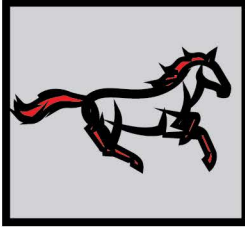
1.5	Prioritizes situational urgency and allocates resources
1.6	Adapts knowledge to varied scenarios and contexts
1.7	Recognizes limitations of knowledge, skill and resources and consults as needed

RAIDERVET™ New Graduate Competencies

<ul style="list-style-type: none"> a. Triage cases to address the most urgent and important problems first b. Recognizes emergent situations and directs action c. Recognizes and responds to reportable, transboundary, epizootic, and emerging/re-emerging diseases
<ul style="list-style-type: none"> a. Extrapolates and applies knowledge to novel species and/or situations b. Adjusts existing protocols or procedures when standard measures are unavailable or inappropriate
<ul style="list-style-type: none"> a. Assesses the clinical management needs and complexity of a clinical case and researches, consults, or refers when warranted b. Consults experts both within and outside the veterinary profession

DOMAIN 2

Individual Animal Care and Management



The graduate performs preventive, diagnostic, medical and surgical procedures for the health, wellness and treatment of animals, appropriate to the context and life stage.

CBVE Competencies

2.1

Performs veterinary procedures and post-procedural care

2.2

Promotes comprehensive wellness and preventative care

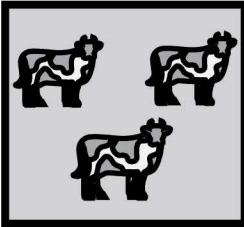
RAIDERVET™ New Graduate Competencies

- a. Performs safe, effective, and low stress animal restraint
- b. Performs appropriate diagnostic procedures
- c. Performs emergency procedures
- d. Performs anesthetic procedures
- e. Performs surgical procedures
- f. Performs dental procedures
- g. Performs therapeutic procedures
- h. Performs routine management procedures
- i. Performs euthanasia
- j. Monitors patient, manages patient comfort and pain, and provides or directs ongoing nursing care

- a. Recommends disease prevention and wellness measures
- b. Formulates and recommends evidence-based preventive health management practices
- c. Formulates and communicates recommendations for animal husbandry, welfare, and behavioral management based on evidence-based practices and experience
- d. Educates clients on prevention and management of common behavioral problems
- e. Provides nutritional counseling appropriate to life stage and health status

DOMAIN 3

Animal Population Care and Management



The graduate designs and implements programs in herd/ flock health, disease prevention and control to improve the health, welfare, and productivity of animal populations.

CBVE Competencies

3.1

Applies population management principles in compliance with legal regulations and economic realities

3.2

Recommends and evaluates protocols for biosecurity

3.3

Advises stakeholders on practices that promote animal welfare

RAIDERVET™ New Graduate Competencies

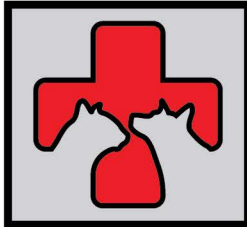
- a. Assesses management strategies and sustainability challenges for various types of animal populations
- b. Makes recommendations and designs protocols to optimize the health, welfare, and productivity of animal populations
- c. Optimizes animals' health and productivity by evaluating and advising on facility design, housing, and husbandry
- d. Promotes sustainability of the livestock operation through data-informed decisions
- e. Where appropriate, recommends genetic improvements based on population data
- f. Evaluates and makes recommendations to optimize the nutritional status and feeding program of a population
- g. Appraises the impact of disease/s on the economics of an animal production system or other animal populations
- h. Designs therapeutic, preventive, and management plans for disease control

- a. Recognizes and manages endemic diseases, disease outbreaks, and biosecurity/isolation protocols
- b. Evaluates biosecurity risks to prevent importation, outbreaks, and transmission of relevant infectious organisms
- c. Recommends protocols for animal movement and infection control
- d. Identifies, responds to, and proposes measures to prevent and manage disease outbreaks at the population level

- a. Analyzes patterns of health and behavior at the individual and population level to assess the status of animal welfare in a population
- b. Advocates ethical animal handling, transport, slaughter, husbandry, and environmental practices that optimize animal welfare
- c. Assesses the risks and benefits of genetic improvement and modification on animal welfare
- d. Assesses the impact of elective procedures and interventions on animal welfare
- e. Counsels and educates clients regarding the physical and natural needs and welfare of the animal
- f. Assesses the welfare of animals individually and in groups and makes recommendations for improvement where necessary

DOMAIN 4

Public Health



The graduate responds to issues at the interface of animals, humans, and the environment, utilizing a global perspective and sensitivity to local cultures.

CBVE Competencies

4.1

Recognizes zoonotic diseases and responds accordingly

4.2

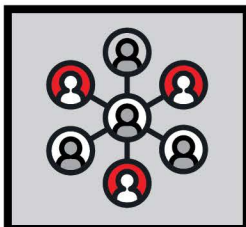
Promotes the health and safety of people and the environment

RAIDERVET™ New Graduate Competencies

- a.** Identifies the clinical signs, clinical course, mechanisms of transmission, and pathogens associated with zoonotic diseases, focusing on human health
- b.** Develops of strategies to minimize the risks posed to humans by zoonotic pathogens
- a.** Applies knowledge of common pathogens and feed and environmental contaminants to support human and animal health
- b.** Identifies and communicates notifiable and reportable diseases and conditions to the appropriate public health and environmental authorities
- c.** Participates in public health-related outbreak investigations and disaster responses
- d.** Participates in interdisciplinary efforts to safeguard human, environmental, and animal health
- e.** Practices antimicrobial stewardship to minimize the risk of antimicrobial drug resistance development in microbes
- f.** Comprehends the role of the veterinarian in food safety and public health

DOMAIN 5

Communication



The graduate communicates effectively with diverse clients, colleagues, other healthcare professionals and the public to promote animal, human and environmental health and well-being.

CBVE Competencies

5.1

Listens attentively and communicates professionally

5.2

Adapt communication style to colleagues and clients

5.3

Prepares documentation appropriate for the intended audience

RAIDERVET™ New Graduate Competencies

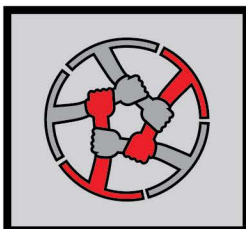
- a.** Attends to the physical environment for client and patient comfort, dignity, privacy, engagement, and safety
- b.** Communicates with active listening, transparency, empathy, respect, and compassion
- c.** Demonstrates professionalism in disagreements and in crucial conversations

- a.** Demonstrates client-patient-centered communication
- b.** Considering the human animal-bond, elicits client goals, beliefs, expectations, perspectives and constraints
- c.** Engages clients in difficult conversations such as financial decisions, ethical considerations, and end-of-life care
- d.** Discusses cases to demonstrate clinical reasoning in a critical and scientific manner with colleagues
- e.** Communicates effectively with colleagues regarding challenging situations, cases, diagnoses, and clinical management

- a.** Adapts oral and written communication styles to address diverse audiences
- b.** Documents clinical encounters in compliance with professional, regulatory, and legal requirements

DOMAIN 6

Collaboration



The graduate collaborates with diverse colleagues, clients and other stakeholders and demonstrates skills as a leader and inter-professional team member to improve outcomes and reduce error.

CBVE Competencies

6.1	Solicits, respects and integrates contributions from others
6.2	Functions as leader or team member based on experience, skills and context
6.3	Maintains ongoing relationship to provide continuity of collaborative effort
6.4	Demonstrates inclusivity and cultural competence

RAIDERVET™ New Graduate Competencies

<ul style="list-style-type: none"> a. Encourages all members of the organization or team to participate in leadership and decision-making activities b. Manages challenges that threaten team success c. Engages all team members and promotes collaboration d. Evaluates the outcome of decisions in a collaborative manner
<ul style="list-style-type: none"> a. Promotes civility, respect, and engagement in the workplace b. Considers contributions and input from others and responds to constructive feedback on performance c. Provides and responds appropriately to constructive feedback d. Explains rationale for making an independent decision
<ul style="list-style-type: none"> a. Follows up to determine if collaborator(s) can implement the medical diagnostic and/or treatment plan b. Provides support through encouragement, education, or redirection to refine the plan of action c. Navigates effectively even when there is challenge and conflict
<ul style="list-style-type: none"> a. Demonstrates sensitivity and respect to diverse populations and interacts without bias b. Creates a welcoming and inclusive environment c. Seeks understanding of diverse backgrounds

DOMAIN 7

Professionalism and Professional Identity



The graduate demonstrates behaviors expected of the veterinarian, including ethical reasoning, reflective practice, self-regulation, professional development, and personal wellbeing.

CBVE Competencies

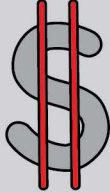
7.1	Adopts an ethical approach to meeting professional obligations
7.2	Practices time management
7.3	Reflects on personal actions
7.4	Engages in self-directed learning and career planning
7.5	Attends to well-being of self and others

RAIDERVET™ New Graduate Competencies

- a.** Practices with integrity and an ethical approach to professional and medical decision-making
 - b.** Recognizes animal welfare and how to document and report deficiencies
 - c.** Manages conflicts of interest objectively
 - d.** Advocates for animals in a professional and ethical manner
-
- a.** Prioritizes and completes tasks according to importance and urgency
 - b.** Balances competing personal and professional demands
 - c.** Attends to professional expectations appropriately
-
- a.** Appraises their own decision-making process and its outcomes
 - b.** Exhibits TTU SVM Core Values, and implements strategies to address workplace challenges
 - c.** Cultivates the core values of TTU SVM
-
- a.** Engages in self-directed lifelong learning and undertakes professional development
 - b.** Supports and participates in allied professional organizations
 - c.** Identifies and uses resources that promote learning and enhance decision making processes
-
- a.** Recognizes sources of workplace stress and addresses adverse situations
 - b.** Recognizes signs of stress in self and colleagues, engages in self-care, and seeks professional support as appropriate for self or others
 - c.** Manages expectations of self, client, and team

DOMAIN 8

Financial and Practice Management



The graduate utilizes business acumen to manage professional and personal decisions, complies with legal and regulatory requirements and ensures safety of the workplace.

CBVE Competencies

8.1

Weighs economic factors in personal and business decision-making

8.2

Delivers veterinary services compliant with legal and regulatory requirements

8.3

Advocates for the health and safety of patients, clients, and members of the team within the workplace

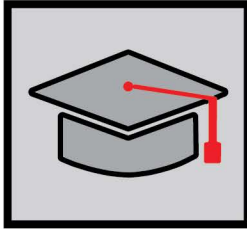
RAIDERVET™ New Graduate Competencies

- a. Negotiates agreements and contracts to promote an optimal outcome
- b. Employs work-related insurance (e.g., personal, professional, patient)
- c. Describes the relationship between revenue generation, expenses, and compensation including benefits
- d. Considers financial implications when making operational decisions
- e. Contributes to sales, marketing, and outreach efforts to support the unit, organization, or business enterprise

- a. Acts in accordance with codes of professional practice, veterinary practice acts and licensing board regulations

- a. Complies with workplace health and safety regulations
- b. Applies safe practices for handling hazardous materials
- c. Implements standard operating procedures as well as quality and performance improvement programs
- d. Embraces and considers application of emerging technologies and service models

DOMAIN 9 Scholarship



The graduate demonstrates the systematic identification, evaluation, integration and adaptation of evidence and experience to formulate questions and solutions, and to educate others.

CBVE Competencies

9.1

Evaluates health-related information

9.2

Integrates, adapts and applies knowledge and skills

9.3

Disseminates knowledge and practices to stakeholders

RAIDERVET™ New Graduate Competencies

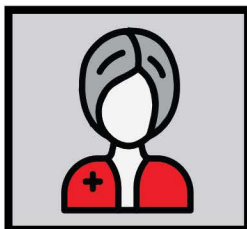
- a.** Identifies relevant sources and retrieves and evaluates information based on research principles and practice needs
- b.** Analyzes information for accuracy, reliability, validity and applicability
- c.** Consults research, scientific principles, and empirical evidence where available to solve problems and/or answer questions
- d.** Identifies and participates in relevant learning continuing education activities

- a.** Formulates questions and customizes solutions, drawing on personal experiences and available evidence
- b.** Applies information from literature to solve clinical or scientific problems using evidence-based veterinary medicine principles
- c.** Develops innovative solutions

- a.** Develops and effectively disseminates educational material in a variety of formats
- b.** Explains evidence-based recommendations

DOMAIN 10

Pre-Clinical Preparation



Demonstrates competence in the pre-clinical program to enter the clinical year by being prepared for independent learning and clinical reasoning in a community-based experiential learning environment

RAIDERVET™ Competencies	
10.1	Skills Based Preparation
10.2	Knowledge Based Preparation
10.3	Behavioral Preparation (Personal, Professional, Values)
10.4	Values Preparation

RAIDERVET™ New Graduate Competencies	
a.	Demonstrates competence and confidence in clinical and professional skills
b.	Demonstrates ability to reflect on performance and to improve based on those reflections and on instructor assessment, evaluation, and feedback
a.	Demonstrates independent learning and application of clinical reasoning skills using the principles of evidence-based medicine
b.	Demonstrates accessible working knowledge of pre-clinical disciplines
a.	Students can effectively communicate with clients, veterinarians, and other stakeholders, including both obtaining and giving information
b.	Demonstrates timeliness, respect for others, and ability to work independently
c.	Demonstrates the principles and expectations of ethics, jurisprudence, and personal financial and business management as a member of a regulated profession
d.	Explains the structure of animal industries and the business models that sustain them
e.	Effectively describes the expectations and requirements for success in the community-based learning environment
a.	Demonstrates community, integrity, kindheartedness, grit, and inspiration as per the TTU SVM core values

References

AAVMC Working Group on Competency-Based Veterinary Education, Molgaard, L.K., Hodgson, J.L., Bok, H.G.J., Chaney, K.P., Ilkiw, J.E., Matthew, S.M., May, S.A., Read, E.K., Rush, B.R., Salisbury, S.K. (2018). Competency-Based Veterinary Education: Part 1 - CBVE Framework. Washington, DC: Association of American Veterinary Medical Colleges. <https://www.aavmc.org/programs/faculty-educators/cbve/>

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