



June 28, 2024

Anne-Kristi Lee, DVM
Northeast Iowa Community College
Veterinary Technology Program
1625 Hwy 150 South
Calmar, IA 52132

Dear Dr. Lee:

At its June 13 – 15, 2024 meeting, the AVMA Committee on Veterinary Technician Education and Activities (CVTEA) granted continued **full accreditation** to the Northeast Iowa Community College veterinary technology program after deliberation of the report of evaluation from the February 14 – 15, 2024 site visit and post site visit response.

A final copy of the report of evaluation is included and available in the CVTEA Accreditation Portal by Armature (Armature). Included below is a summary of critical and major deficiencies with details regarding future reporting requirements. After consideration of the documentation provided, the Committee has determined that continued reporting is required on the following deficiencies (see chart(s) below):

Critical deficiency(ies): 1,3,8,9 (noted below)

Major deficiency(ies): 1,2,3,4,5,6,7,8,9 (noted below)

The next report will be due Spring 2025 (April 15, 2025). A reminder will be sent out approximately 2 months prior to the due dates. The next full accreditation site visit is scheduled for 2030.

Per the *Policies and Procedures of the AVMA CVTEA*, documentation of progress toward compliance with critical and major deficiencies must be included in the program's report to CVTEA. Insufficient progress toward meeting deficiencies may be considered cause for change in the program's accreditation status. If there are any changes that impact critical or major deficiencies that the CVTEA previously determined do not require continued reporting, the program must report this change.

Additionally, the CVTEA deliberated on the complaint from January 2023 and determined that the complaint should be closed with no further action.

On behalf of the evaluation committee, thank you for the courtesy and hospitality shown during the site visit. If you have any questions, or if staff may be of assistance in the preparation of your next report, please do not hesitate to contact staff (Julie Horvath; jhorvath@avma.org).

Sincerely,

Brent Wooden, DVM, CVTEA Chair
AVMA Center for Veterinary Medical Accreditation

CC: David Dahms, Interim President VPFA (dahmsd@nicc.edu)

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CRITICAL DEFICIENCY (IES)

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 a change in the program's accreditation status.

| # | Critical Deficiency Description <i>It is critical that:</i> | Deficiency status (Met, Unmet with continued reporting) |
|----|---|---|
| 1. | Documentation be provided that the program has implemented a comprehensive rabies mitigation plan for unvaccinated students which addresses each component described in the CVTEA Statement on Safety, Appendix A. a. Inclusion of program's rabies vaccination policy and components of the comprehensive rabies mitigation plan in MOUs with all providers of required animal species, clinical sites, and internship sites. | Unmet; submit signed copies of MOUs that reflect inclusion of updated rabies policy |
| 2. | The program be compliant with Occupational Safety and Health Administration (OSHA) and other safety considerations with respect to presence of safety signage related to presence of anesthetic gases. | Met; 06/2024 |
| 3. | The program have an appropriately functioning Institutional Animal Care and Use Committee (IACUC) with respect to documentation that potential conflicts of interest are eliminated in the discussion and approval of animal use protocols. | Unmet; submit official copy of April 2024 IACUC agenda and minutes |
| 4. | Students have access to appropriate numbers of qualified program instructors to ensure adequate delivery of instruction and to model veterinary healthcare team concepts | Met; 06/2024 |
| 5. | Program staffing be sufficient to deliver the educational program and meet the instructional goals of the program. | Met; 06/2024 |
| 6. | The program director has sufficient time for administrative responsibilities necessary to manage the program. | Met; 06/2024 |
| 7. | The program has a full-time credentialed veterinary technician. | Met; 06/2024 |
| 8. | Evidence exist that all adjunct faculty members have a signed agreement with the parent institution, complete training in evaluating essential skills, and regularly communicate with the program director. | Unmet; continue to report on progress |
| 9. | Documentation be provided that program-specific surveys of graduates and employers and an analysis of the results of those assessments are being used for continued program improvement. | Unmet; continue to report on progress |

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MAJOR DEFICIENCY (IES)

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 a change in the program's accreditation status.

| # | Major Deficiency Description <i>It is required that:</i> | Deficiency status (Met, Unmet with continued reporting) |
|----|--|---|
| 1. | IACUC approved animal care and use protocols contain all information required by AWA guidelines. Areas to address include, but may not be limited to: <ul style="list-style-type: none"> a. names of personnel approved to conduct animal procedures b. inclusion of a description of procedures to be performed c. inclusion of a description of analgesic options for painful procedures d. inclusion of a plan for euthanasia of animals if necessary | Unmet; submit approved copies of updated IACUC protocols along with IACUC meeting minutes |
| 2. | The “whistleblower” policy includes key components and is posted in prominent areas. Missing components include, but may not be limited to: <ul style="list-style-type: none"> a. timeline for investigation of a complaint b. statement of reasonable assurance of anonymity c. statement of reasonable protection from retaliation | Unmet; submit approved copy of updated policy |
| 3. | Medical records be accurately maintained and reflect contemporary veterinary practice standards. <ul style="list-style-type: none"> a. elimination of entries that are not in SOAP format b. improvement of dental charting that is inconsistent and incomplete | Unmet; submit completed medical record containing a SOAP format entry and dental charting |
| 4. | Knowledge of library use and development of information retrieval skills be included in the curriculum | Unmet; continue reporting on progress |
| 5. | Students be required to use library resources to a greater extent. | Unmet; continue reporting on progress |
| 6. | Evidence exists that consideration of the qualifications of applicants for admission must include aptitude for, an interest in, and an understanding of a career in veterinary technology. | Unmet; continue reporting on progress |
| 7. | Efforts continue to improve selection criterion for competitive admissions that is specific to the program. | Unmet; continue reporting on progress |
| 8. | Efforts be made to improve compensation of program personnel. | Unmet; report on outcome of contract negotiations for AY 24-25 |
| 9. | A timely, accurate method of documenting student completion of essential skills be developed. | Unmet; continue reporting on selection of essential skill tracking method selected by program |