



## **PROGRAM STUDENT HANDBOOK**

### **Veterinary Nursing Program**

Johnson College  
3427 N. Main Ave  
Scranton, PA 18508  
(revised 2/05/2026, kak)

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#### **Mission Statement:**

The mission of the Veterinary Nursing Program at Johnson College is to prepare students to be competent and caring entry-level veterinary nurses who work under the direction and supervision of a licensed veterinarian in a variety of settings. Students will be committed to developing and continuing professional competence, demonstrating lifelong learning, and adhering to the behavioral expectations as outlined in the National Association of Veterinary Technicians in America (NAVTA) Veterinary Technician Oath.

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#### **Accreditation:**

Johnson College is accredited by the **Middle States Commission on Higher Education:**

Veterinary Nursing Program at Johnson College is accredited by the:  
**American Veterinary Medical Association (AVMA)**  
**Committee on Veterinary Technician Education & Activities (CVTEA)**



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## Program Learning Goals

**Goal 1:** Graduates will be able to function as an entry-level certified veterinary technician in a variety of clinical settings.

**Student Learning Outcomes:**

- Demonstrate competence in the skills needed as outlined by the CVTEA, Policies & Procedures Manual, Veterinary Technology Student Essential and Recommended Skills List, and required tasks for licensure/certification as an entry level Veterinary Technician.
- Demonstrate preparedness and knowledge of skills based on the 10 VTNE prep exam domain scores
- Conduct themselves in a manner in accordance with the standards set forth by the AVMA-CVTEA & the Johnson College Veterinary Nursing Program for a Veterinary Technician.

**Goal 2:** Graduates will develop analytical, critical thinking, decision-making and psychomotor skills necessary to perform in the animal health care industry.

**Student Learning Outcomes:**

- Demonstrate competency in medical nursing, surgical nursing & anesthetic nursing
- Competently perform laboratory procedures
- Demonstrate proficiency in a pharmacy setting and understand pharmacologic concepts
- Produce diagnostic images and understand radiologic concepts

**Goal 3:** Graduates will contribute as an integral member of a veterinary health care team while adhering to professional and ethical standards including compassion for clients and animals and personal responsibility.

**Student Learning Outcomes:**

- Demonstrate competence is performing hospital and office procedures, maintaining client relations and public communication.
- Effectively communicate with the veterinary health care team and maintain a safe work environment for clients, animals and staff.
- Demonstrate understanding of the laws, ethics and professional organizations that govern the veterinary profession

**Goal 4:** Graduates will obtain the required skills to practice health promotion and animal disease prevention.

**Student Learning Outcomes:**

- Recognize significant zoonotic and animal diseases and the appropriate diagnostics, treatments and prevention of those diseases.
- Contribute to improved public health by promoting biosecurity measures and disease prevention through communication with clients.

## **Veterinary Technician's Oath**

I solemnly dedicate myself  
to aiding animals and society  
by providing excellent care  
and services for animals,  
by alleviating animal suffering,  
and by promoting public health.

I accept my obligations to practice  
my profession conscientiously  
and with sensitivity, adhering to  
the profession's code of Ethics,  
and furthering my knowledge  
and competence through a  
commitment of lifelong learning.

NAVTA  
North American Veterinary Technician  
Association

## Veterinary Technician Code of Ethics

1. Veterinary Technicians shall aid society and animals by providing excellent care and services for animals.
2. Veterinary Technicians shall prevent and relieve the suffering of animals with competence and compassion.
3. Veterinary Technicians shall remain competent through commitment to life-long learning.
4. Veterinary Technicians shall promote public health by assisting with the control of zoonotic diseases and educating the public about these diseases.
5. Veterinary Technicians shall collaborate with other members of the veterinary medical profession in efforts to ensure quality health care services for all animals.
6. Veterinary technicians shall protect confidential information provided by clients, unless required by law or to protect public health.
7. Veterinary Technicians shall assume accountability for individual professional actions and judgments.
8. Veterinary Technicians shall safeguard the public and the profession against individuals deficient in professional competence or ethics.
9. Veterinary Technicians shall assist with efforts to ensure conditions of employment consistent with excellent care for animals.
10. Veterinary Technician shall uphold the laws/regulations that apply to the technician's responsibility as a member of the animal health care team.
11. Veterinary Technicians shall represent their credentials or identify themselves with specialty organizations only if the designation has been awarded or earned.

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## Veterinary Nursing Major Courses (51 Credits)

MAT 205	Medicine & Mathematics	2
VET 151	Introduction to Veterinary Technology/Clinical Management	1
VET 153	Clinical Applications for Large Animals	2
VET 154	Clinical Applications for Large Animals Lab	1
VET 155	Clinical Applications for Small Animals	2
VET 156	Clinical Applications for Small Animals Lab	1
VET 157	Animal Anatomy and Physiology I	3
VET 158	Animal Anatomy and Physiology Lab I	1
VET 159	Animal Anatomy and Physiology II	3
VET 160	Animal Anatomy and Physiology Lab II	1
VET 161	Parasitology & Microbiology	2
VET 162	Parasitology & Microbiology Lab	1
VET 251	Pharmacology & Anesthesia	3
VET 253	Clinical Pathology	2
VET 254	Clinical Pathology Lab	1
VET 275	Clinical Rotation – surgery	3
VET 260	Surgical Nursing I	2
VET 262	Surgical Nursing II	2
VET 277	Clinical Rotation – medicine	3
VET 267	Veterinary Radiology	1
VET 268	Veterinary Radiology Lab	1
VET 269	Intensive Care Applications	3
VET 271	Diseases & Zoonoses	3
VET 280	Kennel Rotation I	1
VET 282	Kennel Rotation II	1
VET 295	Veterinary Technology Professional Seminar	1
VET 299	Internship	4

## General Education (20 Credits)

ART 131	Prosthetics Design	3
CHM 101	Chemistry I	3
CHM 102	Chemistry I Lab	1
ENG 105	Industry Communication	3
CSM 105	Customer Service & Our World	3
MAT 101	College Algebra I and Trigonometry	3
TECH	Elective	3
SSS 101	First Year Experience	1
<b>Minimum Credits to Graduate</b>		<b>71</b>

**Veterinary Nursing**  
**Associate in Science (AS)**  
**Semester Program Outline**

<b>Semester 1</b>		<b>Credits</b>
VET 151	Introduction to Veterinary Technology/Clinical Management	1
VET 153	Clinical Applications for Large Animals	2
VET 154	Clinical Applications for Large Animals Lab	1
<b>or</b> VET 155	Clinical Applications for Small Animals	2
VET 156	Clinical Applications for Small Animals Lab	1
VET 157	Animal Anatomy & Physiology I	3
VET 158	Animal Anatomy & Physiology Lab I	1
CHM 101	Chemistry I	3
CHM 102	Chemistry I Lab	1
MAT 101	College Algebra I and Trigonometry	3
SSS 101	First Year Experience	1
		<b>16</b>
<b>Semester 2</b>		
VET 153	Clinical Applications for Large Animals	2
VET 154	Clinical Applications for Large Animals Lab	1
<b>or</b> VET 155	Clinical Applications for Small Animals	2
VET 156	Clinical Applications for Small Animals Lab	1
VET 159	Animal Anatomy and Physiology II	3
VET 160	Animal Anatomy and Physiology Lab II	1
VET 161	Parasitology & Microbiology	2
VET 162	Parasitology & Microbiology Lab	1
MAT 205	Medicine & Mathematics	2
ART131	Prosthetics Design	3
TECH	Elective	3
		<b>18</b>
<b>First Year Totals</b>		<b>34</b>

<b>Semester 3</b>		
VET 251	Pharmacology & Anesthesia	3
VET 253	Clinical Pathology	2
VET 254	Clinical Pathology Lab	1
VET 275	Clinical Rotation - Surgery	3
<b>or</b> VET 277	Clinical Rotation - Medicine	
VET 259	Surgical Nursing I	2
VET 280	Kennel Rotation I	1
ENG105	Industry Communication	3
		<b>15 or 17 w RAD</b>
<b>Semester 4</b>		
VET 275	Clinical Rotation - Surgery	3
<b>or</b> VET 277	Clinical Rotation - Medicine	
VET 263	Surgical Nursing II	2
VET 267*	Veterinary Radiology	1
VET 268*	Veterinary Radiology Lab	1
VET 269	Intensive Care Applications	3
VET 271	Diseases & Zoonoses	3
VET 282	Kennel Rotation II	1
VET 295	Professional Seminar	1
CSM 105	Customer Service and Our World	3
		<b>18 or 16 w/o RAD</b>
<b>Second Year Totals</b>		<b>33</b>
<b>Summer Semester</b>		
VET 299	Internship	4
<b>Program Totals 71</b>		
<b>Minimum Credits to Graduate</b>		<b>71</b>

\* Must be taken concurrently with VET 275 offered in Semester 3 & 4.

**The sequence of classes on this page addresses students starting the program in the fall and on a 2 year completion track. Students admitted into and beginning their coursework in the spring semester should consult with an Enrollment Specialist, Program Advisor and/or the Program Director for further information.**

## TECHNICAL STANDARDS

### I. *Essential Requirements for Admission, Academic Advancement and Graduation*

It is the responsibility of the faculty, to society, to select applicants who are best qualified to complete the required training and who are most likely to become skilled, effective Veterinary Nurses. Applicants and students will be judged not only on their scholastic achievement and abilities, but also on their intellectual, physical, emotional and behavioral capacities to meet the essential requirements of the college's curriculum. The Program Director exercises judgment on behalf of the program in selecting the entering cohort, and considers character, extracurricular achievement, and overall suitability for the profession based upon information in the application, letters of recommendation and personal interviews (if applicable).

To succeed in veterinary nursing requires that the accumulation of scientific knowledge be accompanied by the simultaneous acquisition of skills and professional attitudes and behavior. The essential requirements presented in this document are pre-requisite for admission, academic advancement and graduation from Johnson College's Veterinary Nursing program. All courses in the curriculum, including ongoing self-directed learning, are required in order to develop essential knowledge, attitudes and skills required to become a competent veterinary nurse. Graduates of the program must have the attitudes, knowledge and skills to function in a broad variety of clinical situations and to render a wide spectrum of patient care.

Johnson College will consider for admission and continued academic advancement any individual who demonstrates the ability to perform at a clinical expectation, or to learn to perform at a clinical expectation, the skills referred to in this document. Deficiencies in knowledge base, aptitude, judgment, integrity, character, or professional attitude or demeanor, which may jeopardize patient care, or compromise the educational process, may be grounds for possible program dismissal.

### II. *Communication*

A student must be able to speak intelligibly, to hear adequately, and to observe closely patients in order to elicit and transmit information. A student must be able to communicate effectively and sensitively with persons in need of care for their animals, with faculty, clinical staff and veterinarians. Communication includes not only speech, but also reading and writing. In addition, the student must be able to communicate effectively and efficiently in oral and written English with all members of the health care team. A student must possess reading skills at a level sufficient to accomplish curricular requirements and provide clinical care for patients. The student must be capable of completing appropriate medical records and documents and plans according to protocol and in a complete and timely manner. Must be able to communicate successfully with the faculty, clinical staff and veterinarians. Students should be able to hear various equipment sounds and must be able to communicate in a clear and concise manner to owner's as well as clinicians.

### III. *Physical Demands*

In order to fulfill the requirements of the Veterinary Nursing Program at Johnson College, students must be able to meet the physical demands associated with the veterinary nurse profession. Examples of these requirements include but are not limited to the following:

<b>Code: F = frequent</b>	<b>O = occasionally</b>	<b>n/a = not applicable</b>
Standing <sup>1</sup>	<b>F</b>	Stooping <sup>2</sup> <b>O</b>
Walking <sup>1</sup>	<b>F</b>	Kneeling <sup>2</sup> <b>F</b>
Sitting <sup>1</sup>	<b>O</b>	Reaching <b>O</b>
Lifting (up to 50 pounds) <sup>2</sup>	<b>O</b>	Manual Dexterity <sup>3</sup> <b>F</b>
Carrying (up to 50 pounds) <sup>2</sup>	<b>F</b>	Feeling <sup>3</sup> <b>F</b>
Pushing	<b>F</b>	Talking <b>F</b>
Pulling	<b>F</b>	Hearing <b>F</b>
Balancing <sup>2</sup>	<b>F</b>	Seeing <b>F</b>
Climbing	<b>n/a</b>	Communicating <sup>4</sup> <b>F</b>
Crawling	<b>O</b>	Crouching <b>F</b>

#### **Comments:**

<sup>1</sup>Very little time is spent sitting down except for writing charts.

<sup>2</sup>The ability to lift a patient from the floor to waist height, moving patients from stretchers to tables, and using good body mechanics is important.

<sup>3</sup>Posses fine motor skills and precise movement for phlebotomy, IV catheters, and diagnostic specimen collection.

<sup>4</sup>The ability to read and understand clinical instructions and apply them to patient's charts, notes or records.

The ability to assist in surgical areas, including patient positioning, assisting with the care of exposed tissues, operating suction/cautery instruments, assisting with anesthesia and maintaining proper operating room conduct and sepsis. Must be able to work around strong chemicals used for developing radiographs.

The ability to maneuver on slippery floor surfaces, withstand loud working conditions (barking, constant beeping alarms)

Should not be allergic to domestic animals to the extent that would prohibit working in a facility that has them.

#### *IV. Sensory and Motor Coordination and Function*

In order for students to progress to clinical courses and graduate from a program in Veterinary Nursing must be able to meet the physical and emotional requirements of the academic program. A student must have sufficient sensory and motor function to elicit information from animal patients by a variety of diagnostic maneuvers. A student must be able to execute motor movements reasonably required to provide general care and emergency treatment to patients. Such actions require coordination of both gross and fine muscular movements, equilibrium and functional use of the senses of touch and vision.

#### *V. Behavioral and Social Attributes*

In addition, students admitted to the Veterinary Nursing Program must possess the following qualities:

- The emotional maturity and stability to approach highly stressful human and/or animal situations in a calm and rational manner.
- The ability to make clinical judgment using critical thinking.
- The ability to adhere to ethical standards of conduct as well as applicable state and federal laws.
- The ability to provide effective written, oral, nonverbal communication with clients and their families, colleagues, health care providers, and the public.

#### *VI. Clinical Expectations*

Students will be required to operate behaviorally, emotionally, and physical as if the program was an industry clinic. Specifically, when students are required to demonstrate skills at a clinical expectation during practical examinations, AVMA tasks, and rotations. This expectation is the program prepares nurses for a fast-paced occupation, where accommodations such as extended time would not emulate a real-world clinic.

Because of the unique responsibilities involved in all veterinary nursing professions, the Program Director reserves the right to require that the student who appears to be unsuited for the program therein withdraw from the program.

An individual who poses a direct threat to the health or safety of others, themselves, or animal patients may be denied admission, progression, or graduation. The College's determination that a person poses a direct threat will be based on an individualized assessment that relies on current medical evidence or on the best available evidence to assess the nature, duration, and severity of the risk and the probability that the potential injury will actually occur. Please refer to the Johnson College handbook.

Although it is extremely rare, an animal health care worker may become exposed to the rabies virus through accidental transmission from an infected animal. An effective means of reducing the chance of a rabies infection is through the rabies prophylaxis vaccine. As a potential student who will be providing direct patient care, you will be required to obtain rabies inoculation (See Rabies Vaccine Policy).

## Johnson College Department of Veterinary Nursing Rabies Vaccination Policy

The Center for Disease Control considers individuals working with animals (including veterinarians and their staff) to be in the high-risk category. The CDC's recommendation for these individuals is to obtain a primary course of rabies vaccinations followed by serologic testing or booster vaccination every two years.

Vaccination against tetanus and rabies are required for all Veterinary Nursing students. Proof of rabies and tetanus inoculation prior to handling animals is required (appendix B).

- ❖ Pa State reported positive rabies cases in animals: January – November 2021 → 247  
<https://www.agriculture.pa.gov/Animals/AHDServices/diseases/Pages/Rabies.aspx>
- ❖ 5 human deaths reported in the United States in 2021
- ❖ There is no 100% guarantee that vaccinated animals do not carry the rabies virus

Rabies inoculations series is a course of two vaccines. The following may be contacted regarding providing the vaccination series:

- Primary care physician
- Walgreens
- Geisinger South (walk-in clinic)
- Mid-State Occupational Health, Dunmore PA.
- Commonwealth Health (Moses Taylor) Infusion Center
- Emergency room

### Purpose of Pre-exposure Prophylaxis:

- No need for treatment with HRIG (human rabies immunoglobulin) following exposure
- Decreases the number of vaccine doses needed following exposure (one booster if already vaccinated).
- Minimizes the adverse reactions observed in multiple vaccinations
- Gives protection if post-exposure treatment is delayed
- Possible protection from in apparent exposure to rabies

\*for more info on Rabies Prevention and Vaccination

(vaccine schedule, types of exposure, adverse vaccine reactions, and pregnancy)

A copy of the CDC 2008 recommendations of the ACIP on Human Rabies Prevention is available via the rabies vaccine coordinator,(Reference: Recommendations of the Advisory Committee on Immunization Practices, United States, 2008,

<http://www.cdc.gov/mmwr/preview/mmwrhtml/rr5703a1.htm>; Center for Disease Control. 2003. "Rabies, Prevention & Control." [www.cdc.gov](http://www.cdc.gov): 4pgs)

## **Guidelines for Pregnant Veterinary Nursing Students Participating in the Veterinary Nursing Program**

The potential for human injury always exists in the practice of veterinary medicine, and it increases whenever an involved person is pregnant.

Johnson College and the Veterinary Nursing Program recognize that decisions about the welfare of future children must be left to the parents who conceive, bear, support, and raise them rather than the faculty and staff at Johnson College. There are certain inherent risks when pregnant, associated with participating in the Veterinary Nursing Program, which are unavoidable, and possibly not even known. Some of these risks and areas of concern include, but are not limited to:

1. Anesthetics (Example: Isoflurane)
2. The handling of certain drugs and chemicals
  - a. Insecticides
  - b. Disinfectants
    - Students should follow all protocols for handling all disinfectants, Insecticides, chemicals and drugs.
3. Heavy Lifting
4. Exposure to Radiological Procedures
  - Radiation can cause cellular and chromosomal damage because it is an ionizing form of radiation that penetrates through tissue. This may have serious effects on a fetus.
5. Handling cat feces or litter pans.
  - a. Toxoplasmosis
6. Large Animal Contact (example: horses & cows)

The pregnant student is expected to complete each and every requirement of the course by a schedule or plan that can be implemented by the Veterinary Nursing Program Director and the participating Veterinarian and by which the risks are deemed assumable by the student. The student should use her own judgment about any assigned task and should bring to the attention of the participating faculty and staff any task or duty not able to be completed because of pregnancy.

The recommended protocol of action for a pregnant student wishing to participate in the Veterinary Nursing Program is as follows:

1. To contact a physician immediately regarding the risks and hazards of participating in the Veterinary Nursing Program. Bring attached form to your physician.
2. To provide a signed statement from the physician that the student has been made aware of inherent risks associated with participating in the Veterinary Nursing Program while being pregnant. It is recognized that the pregnant student has rights and responsibility for decisions concerning her condition, and behavior should be based on a physician's assessment of the circumstances. If there is a consensus between the doctor and the pregnant individual, that no harm to the fetus is likely to result from these activities, the student may elect to participate in the Veterinary Nursing Program after signing the agreement forms.

Should the individual, after consulting with her physician, decide against such participation, then she may elect to continue the Veterinary Nursing Program for the next available semester.

I, \_\_\_\_\_, certify that I have received and read the above guidelines and have had a chance to ask questions concerning this information.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Witness: \_\_\_\_\_

By my signature below, I acknowledge that I have been informed of these areas of concern for the Veterinary Nursing student.

Areas of concern:

1. Anesthetics
2. Felines (avoid fecal samples, always handle felines with gloves)
3. Avoid doing insecticide dipping.
4. Avoid any heavy lifting
5. Avoid any radiological procedures
6. Follow all protocols for handling disinfectants, insecticides, and other chemicals.
7. Avoid working with large animals
8. Accidental injections
9. Others, etc.

Others: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The student should use her own judgment about any assigned task. The student should bring to the attention of the faculty or staff member any task or duty not able to be completed due to the pregnancy.

Student: \_\_\_\_\_ Date: \_\_\_\_\_

Program Director: \_\_\_\_\_ Date: \_\_\_\_\_

## Academic Progression Policy:

Students are required to show both didactic and clinical development each semester in order to progress through the Veterinary Nursing Program and must meet the following criteria.

- Students **MUST PASS** each VET/MAT205 didactic course and laboratory/clinical course with a final grade of at least C+ (76%) or higher.
- Students can retake a failed course once. If the student does not pass the course (C+ or better) on their second attempt, the student will be dismissed from the VET program.
- Students cannot fail (final grade of C or lower) more than 2 VET courses (MAT205 included).
- Students cannot withdraw from more than 2 VET courses (MAT205 included) for academic deficiency reasons.
- Students must pass each major assessment (exam, final exam, research paper, case study, project, etc. as defined on course syllabi) for every VET course (MAT205 included) with a grade of at least 76%.
  - The following actions will occur if a student does not pass major assessments with a grade of at least 76%:
    1. Students who score less than a 76% on any major assessment must meet with the course instructor, review the assessment, develop a remediation/action plan and sign up for mandatory tutoring. \*Failure to respond to the instructor request (feedback on D2L for the specific assessment) to schedule a meeting within 3 business days will result in a grade reduction for the assessment by 5% for each day.
    2. Students who score less than a 76% on a second major assessment must repeat step #1 above, meet with the Program Director to discuss the student's academic standing and ability to successfully complete the course and program.
    3. Students who score less than a 76% on a third major assessment will be required to withdraw from the course. See Course Withdrawal Policy below.
      - If this occurs after the JC withdrawal date (see academic calendar), the student must remain in the class, receive the highest possible grade of "C" regardless of actual grade earned, and will need to repeat the course.
- Failure to complete either steps #1 or #2 of the Policy, within 5 school days, will result in a 5% penalty on that assessment, every day until the step(s) are completed. The course instructor has the right to waive the penalty based on situation (student illness, emergency etc).
- Successfully complete all items listed on the AVMA Essential Skills List as authorized by the course instructor.
- The student **MUST** maintain a GPA each semester of 2.33 or greater, in VET/MAT205 courses, or be placed on academic probation.
- The student **MUST** demonstrate appropriate professional behaviors according to the Professional Conduct Policy and the Veterinary Nursing Code of Ethics.
- Final decision is at the discretion of the Program Director

*If a student fails to meet the criteria listed above, their academic standing in the Veterinary Nursing Program may be affected, including, but not limited to delayed expected date of graduation, academic probation, and/or academic dismissal. Please refer to the Johnson College catalog for more information regarding program scope and sequence and policies.*

**Note: There are 5 courses within the Veterinary Nursing Program that DO NOT follow the Academic Progression Policy above (VET156, VET268, VET275, VET277, VET295). The academic criteria for successfully completing those courses is outlined on each course syllabi.**

**Course Withdrawal Policy:**

Any student who withdraws from a course (lecture or lab) during a semester will be allowed to complete the matched lecture or lab course that semester. When a student withdraws from a lecture course, that lecture course must be retaken for a letter grade. The matched lab course, if completed successfully, will not need to be retaken. When a student withdraws from a lab course, that lab course must be retaken for a letter grade and the matched lecture course must be retaken as an audited course. Students who withdraw from matched lecture and lab courses must retake both courses for a letter grade.

**Academic Probation:**

Veterinary Nursing students are required to maintain a cumulative 2.33 GPA (76%) or higher in all VET courses & MAT205. If the student’s GPA falls below 2.33, the student will be placed on academic probation. The following semester, your GPA must be brought up to a cumulative 2.33 in all VET courses & MAT205 or you will be dismissed from the program. If a student receives a final course grade below a “C+” (76%) in any VET course, the student must re-take the course at their own expense in order to successfully complete the program.

Additionally, if any other terms and conditions of the probationary period (such as weekly meetings, participation in SUCCESS program, absenteeism/tardiness, etc.) are not met, the student may be dismissed from the program at the director’s discretion. Any student placed on academic probation will not be allowed to participate in any extracurricular activities during the probationary period, this includes; cheerleading, sports teams, clubs or student ambassador program.

<b>Letter Grade</b>	<b>Numerical Relationship</b>	<b>Quality Points</b>
A	96-100	4.0
A-	92-95	3.67
B+	88-91	3.33
B	84-87	3.0
B-	80-83	2.67
C+	76-79	2.33
C	72-75	2.0
C-	68-71	1.67
D+	64-67	1.33
D	60-63	1.0
F	0-59	0.0

**Academic Honesty:**

In addition to the Johnson College Academic Code of Ethics found in the Student Handbook, the veterinary nursing program has a zero tolerance for academic dishonesty. Below is the policy individual to this program.

- 1<sup>st</sup> offense – student will be dismissed from class, receive a zero (0) for the grade on that assignment, exam etc. and will be formally written up by the Program Director.
- 2<sup>nd</sup> offense – immediate termination from the Veterinary Nursing program.

**Readmission Policy:**

Readmission to the Veterinary Nursing Program will be evaluated on an individual basis.

- Students who are dismissed/withdrew from the VN Program for failure to maintain academic requirements will not be eligible for readmission into the program.
- Students that had to withdraw from the VN program for medical or other non-academic reasons must follow the Johnson College Readmission/Re-Enrollment Policy which can be found in the Johnson College Course Catalog.
- Students that have been dismissed for any form of animal neglect will not be considered for readmission.

**Books & Supplies:**

Required texts will be listed individually in course syllabi. In addition to texts, all students will need the following:

- \*Scrubs & scrub coat
- \*Dissection kit
- \*Stethoscope
- \*Thermometer
- \*Watch with a second hand
- \*Gloves (nitrile recommend for dissection of preserved tissues)
- \*Calculator

\*NOTE: certain courses such as VET154 have special clothing and item requirements – see individual course syllabi for details.

**Method of Instruction:**

Lectures, discussions, group activities, student reports (oral & written), research and reading assignments, case studies, field trips, videos and guest lecturers may be utilized to enhance your learning experience. In addition to the previously mentioned methods, your education will be enhanced by rotations in the Animal Care Center.

The student advisor or Program Director will meet with individual students at least once per semester to discuss registration of courses, academic progress, and offer advice as needed.

**Faculty/Staff:**

Kimberly Konopka, BS, AS, CVT, FVTE  
Dr. Meg Varner-Soden, DVM  
Amanda Melnyk, CVT  
Jamie Laubenstein, CVT  
Nicole White, CVT  
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[ganderson@johnson.edu](mailto:ganderson@johnson.edu)

**Office Hours:**

All instructors will set aside hours each week for meeting with students. It is the student's responsibility to try to adhere to those hours, if additional time is needed with an instructor, it should be a scheduled appointment. Office hours will be posted by each instructor on their respective bulletin board at the beginning of each semester.

**Attendance Policy:**

Please see the Johnson College Attendance Policy in the College catalog for details.

There are courses within the program that require a stricter attendance policy which is noted on the individual course syllabi.

Students with extenuating circumstances should contact their instructor immediately to discuss their individual situation. Please refer to the Course Catalog for more information.

***Please note:*** *there are times when a student's presence will be required on-campus OUTSIDE of regular scheduled class time. This can include but is not limited to – lab work, clinical work, remediation, and make up dates and times. This information will be shared with the student as earliest as possible, but it is mandatory and will be counted as part of attendance. If a required skill is being observed or performed that day, it is the student's responsibility to have that task observed and evaluated by a faculty member.*

**Tardiness Policy:**

Tardiness is disruptive to the educational process, the instructor and the classroom environment. It prevents you from fully participating and assimilating the information and materials discussed in class. It's understood that school may not be your only responsibility; however, if you cannot be present in class for the full time the course meets, you should consider another section, if possible, that fits into your schedule.

Each student is expected to be on time, attend all scheduled classes, and stay for the entire class session. Coming to class late (after attendance is taken) and/or leaving early (before class is dismissed) counts as a tardy.

- Three tardy occurrences count as one absence.
- Any student arriving more than 20 minutes after class has started or leaving more than 20 minutes before class is dismissed will be considered absent for the entire class.
- If you are late for an exam/presentation/quiz etc., it is at the discretion of the instructor if you are granted additional time past the allotted period to complete the assessment.

**Make-up Assessments/Assignments:**

Make-up tests, quizzes, midterms, finals or any papers will be at the discretion of the instructor for the individual course. Refer to individual course syllabi. If not noted in syllabi, the following department rules will apply: You must contact the instructor prior to your absence. If you are excused, you may make up the item missed. However, you must make it up before the next class period.

**Student Chapter - National Association of Veterinary Technicians in America:**

This organization is designed for the veterinary nursing student and is a student chapter of NAVTA (SCNAVTA). The organization raises money to assist non-profit organizations (animal rescues), assists with public events (rabies clinics), and participates in events centered around animal care and wellness.

**Photocopy Policy:**

Photocopies should be made in the library or elsewhere. If you **MUST** make a photocopy on the Animal Care Center's copier, the cost is 15¢ per page. **Check with the receptionist PRIOR to making ANY copies!**

**Cell Phones/Other personal media:**

It is a requirement that all cell phones and other personal media devices **be turned off** during classes. The noise is a disruption and will not be tolerated. Likewise, **no cell phones are allowed in the clinic.** The use of laptops in the classroom is at the instructor's discretion.

**SDS:**

Safety Data Sheets are available, in hard copy or on-line, to anyone who wishes to see them. They are located in reception.

**Fire Evacuation:**

The Fire Evacuation Plan is posted in each classroom of the Veterinary Science Building. Instructors are required to go over this plan at the beginning of each semester. Please review this plan carefully and understand it.

Everyone is to evacuate to the field on the side of the building. It is **imperative** that you do not leave the area unless instructed to do so by Veterinary Nursing faculty/staff. Role will be taken to assure that everyone is out of the building. If you are not present, fire fighters will be putting their lives in danger by searching for you.

**Inclement Weather:**

In case of adverse weather conditions or emergencies, the college may cancel or delay classes. Any delays or cancellations will be posted on WNEP (television), Johnson.edu or via text alert system. If you are to work with live patients that day, check with the instructor/supervisor for instructions.

**Professionalism:**

Clients, tours, and inspectors are frequently in the Veterinary Science Center. As professionals we must portray a certain image. Please refrain from using profanity anywhere in the building, and be conscious of your appearance and demeanor at all times. Please refer to Johnson College conduct policy in the student handbook.

### **Professional Conduct:**

In order to ensure that students (and graduates) of the Johnson College Veterinary Nursing (VN) program conduct themselves in an appropriate manner in the classroom and clinical setting, professional behaviors will be assessed each semester during the program using the Johnson College VN Professional Conduct Skills Assessment. Guidance will be provided to students on ways to improve and maintain conduct that is in accordance with the Johnson College Code of Ethics and the AVMA standards of ethical conduct for the Veterinary Nurse.

The VN Professional Conduct Assessment assesses the following behaviors:

- Demonstrates respect/consideration of faculty, staff and peers
- Arrives to class/lab on time and is prepared
- Accepts and gives constructive criticism
- Demonstrates professional body language
- Adheres to VN dress code in lecture, laboratory, and in clinical situations
- Maintains personal hygiene
- Manages time well
- Actively participates in group discussion and projects in a professional manner

### **Professional Conduct Reprimand Policy:**

Any student found to commit acts of unprofessional conduct (refer to Professional Conduct) in clinic, laboratory, internship or in the classroom will be subject to the disciplinary actions outlined below. A serious violation of the professional conduct policies or any other unethical behavior (refer to Professional Conduct) may result in immediate dismissal without warning of offenses. (Appendix A)

- **First Offense WARNING:** *Can be issued by Program Director, Internship Coordinator, Faculty, Staff and Clinical Instructor. Documentation of the warning will be signed by both parties in the student's task book and a copy in the student's academic file. The student will be provided feedback and required to complete a professional skills action plan and remediate behavior.*
- **Second Offense WARNING:** *Dismissal from the Veterinary Nursing program will be issued by the Program Director with no chance of re-admittance.*

*A serious violation of the professional conduct policies or any other unethical behavior (refer to Professional Conduct for definition) may result in immediate dismissal without multiple warning of offenses. A student dismissed from the program for inappropriate conduct may not be considered for re-admission.*

*Students will also be subject to sanctions imposed by clinical sites conducting random drug testing.*

### **Dress Code:**

The personal appearance and demeanor of the Veterinary Nursing students at Johnson College and the clinical affiliates reflect both the College and program standards and are indicative of the student's interest and pride in their profession.

- See course syllabi for complete detailed dress code information for each course.
- Absolutely no open-toed shoes (Crocs), hats or shorts in laboratory or clinic.
- Absolutely no acrylic nails & the white portion of the natural nail must be kept shorter than 2mm (see Jan 2018 article in [cliniciansbrief.com](http://cliniciansbrief.com)).
- A scrub jacket or long sleeve shirt under scrub top is worn for laboratory classes.

- In the clinic
  - Johnson College scrubs are to be worn in the Animal Care Center
    - The uniform company will be on campus prior to the start of VET275/275 to fit & order the scrubs
  - Jewelry is to be limited to a watch, wedding rings, and one-two pair of stud earrings (no facial piercing – must be removed or covered).
  - Dresses and skirts: Knee or below to protect legs from injury.
  - CLEAN closed toe shoes
- During Internship
  - Johnson College Vet Nursing scrubs – must be worn for Internships (VET299)

***Failure to adhere to these rules could result in your dismissal from a class: you will receive an unexcused absence and will have to make up missed work as needed on your own time as per the absentee policy for that course.***

### **Laboratory Policy:**

In a laboratory classroom setting. The following rules apply:

- Absolutely **NO** food or drink is permitted in the laboratory or clinical areas at any time
- Personal protective equipment (PPE) must be worn when indicated
  - **Scrub jackets must be worn at all times**
- Students are responsible for cleaning their work areas before exiting the lab and returning all equipment to its proper place
- See syllabus for each class for further information
- Personal items should be stored in lockers or placed in cubbies in the Health Sciences Center

***Failure to adhere to these rules could result in your dismissal from a class: you will receive an unexcused absence and will have to make up missed work as needed on your own time as per the absentee policy for that course.***

### **Smoking on Premises:**

Smoking and other tobacco use will only be permitted in a designated area outside the building. If this area is not kept clean, all students will be required to clean it and smoking privileges around the building will be prohibited.

### **Animal Care:**

**Animal Care Duty (kennel/colony) is a requirement for graduation from the Veterinary Nursing Program (Vet 156 & Vet 280/282).** Students are responsible for the daily care, including weekends, of all clinic animals (including boarders, student animals and staff animals), and resident colonies. Your responsibilities include, but not limited to the following: **\*\*Please see kennel/colony duty packet for complete information\*\***

Arrive to the clinic prepared with the following:

- Long hair must be pulled back
- Stud earrings and wedding bands are the only jewelry allowed
- Stethoscope
- Wrist watch with a second hand
- Scrubs
- Pocket notebook
- Calculator

You will be assigned tasks in the clinic area. Please act professionally and complete the tasks as requested.

- Providing basic daily care:
  - Administering medications & treatments
  - Walking dogs & exercising of animals
  - Fresh feeding and watering daily
  - Grooming as needed or requested
  - Daily cleaning of yard and outdoor kennel
  - Cleaning and disinfecting all animal wards, totes, cages and runs
  - Pre and Post-surgical care
  - Performing requested or required testing on time
  - Weekly inventory/management of food and supplies (mill dates, expiration dates, product name)
  - Laundry and other cleaning responsibilities
- Completing patient charts (SOAP, daily treatment sheets, log sheets)
- Performing physical exams

### **Animal Neglect:**

You will be found guilty of **Animal Neglect** for any of the following.

- Failure to communicate with faculty/staff (email or phone), within 1 hour prior, if unable to attend an assigned shift
- Unexcused absence from a shift
- Failure to provide basic daily animal care (as defined above)
- Inappropriate use of restraint and/or restraint devices
- Failure to report a sick animal to a veterinarian/certified veterinary nurse

***\*\*First offense: formally written up using the Animal Neglect form by the faculty that witnessed the offense. Student will then meet with the Program Director to receive a formal action plan\*\****

***\*\*Second offense: will result dismissal from the program with no opportunity for re-admittance.***

### **Animal Abuse or Extreme Negligence:**

You will be found guilty of Animal Abuse or Extreme Negligence for any of the following, on or off campus. **\*\*This will result in immediate termination from the program with no opportunity for re-admittance\*\***

- Abuse in the form of:
  - Physically striking an animal
  - Rough handling of an animal
  - Tormenting an animal
  - Deliberately causing harm to an animal
- Falsification of documentation
- Violation of patient confidentiality
- Unprofessional/unsafe behavior that seriously jeopardizes patient, student or staff safety
- Unprofessional behavior that seriously jeopardizes clinical affiliations

### **Animal Care Duty Attendance:**

The following rules apply to tardiness/absences during kennel/colony duty.

- <10 min tardy, per shift:
  - 1<sup>st</sup> offense will receive a verbal warning
  - 2<sup>nd</sup> offense will receive written warning & points deduction from daily evaluation grade (VET 280/282, VET 156).
- >10 minutes tardy, per shift:
  - 1<sup>st</sup> offense will receive a written warning; points deduction on daily evaluation grade (VET 280/282, VET 156).
  - 2<sup>nd</sup> offense will receive and Animal Neglect
- Excused at the discretion of the Program Director, includes but limited to the following:
  - Email notification or verbal contact directly to veterinary department personnel ONLY.
  - Death or serious illness/injury (ER/hospitalization) to student or immediate family member
  - Unforeseen emergencies: (i.e. car breakdown)
    - This does NOT include routine NEPA traffic problems or mildly inclement weather

### **Student pets:**

You will receive a discount for the care of your own pets (does not include pets belonging to extended family, friends etc.)

The policy for bringing your pet in is as follows:

- Vaccination and flea prevention are required to board and for utilization of your pets in labs (even if just for the day). Proof of vaccination (Rabies, core vaccines, and *Bordetella* for dogs) & prevention is required.
- You are responsible for setting up and cleaning the pet's cage or kennel before you leave.
- Failure to clean your pet's cage or kennel before leaving for the day will result in a boarding charge of \$15/day.
- Always make arrangements at the front desk prior to bringing your pet in .
- If you are bringing in your pet for class, you still must register that pet and make arrangements prior to the day of the lab or class.
- Failure to make prior arrangements may result in you having to take your pet back home and missing a class.
- **YOU** (under supervision) are responsible for entering your charges in the computer and paying for services or inventory according to clinic policy. Payment is expected when services are rendered.
- If a balance remains on your account for more than thirty (30) days, services will be discontinued to your pets.
- Unpaid balances at the end of your senior year will prevent you from receiving your diploma.
- Pets are to be leashed and kept in appropriate places at all times.

### **Graduation Requirements:**

To be eligible to receive a diploma from the Veterinary Nursing Program the student must complete:

- All VN courses with a grade of 76% or better
- Complete AVMA required hours of internship with a final grade of 76% or better
- All required AVMA/CVTEA Essential Skills tasks completed successfully

- Successful completion of the required 71 credits
- All financial responsibilities have been met

### **VTNE:**

To be eligible to take the Veterinary Technology National Exam (VTNE), the student must have completed all graduation requirements from an AVMA accredited Veterinary Nursing program. The following information may also be found at [www.aavsb.org](http://www.aavsb.org) as well as testing windows and application deadlines.

To take the VTNE, candidates must apply for eligibility to take the exam and pay the exam fee.

- **Eligibility:** All candidates seeking to take the VTNE must be eligible to take the exam. The requirements for eligibility vary by the state or province through which a candidate wishes to take the exam. Candidates can refer to the Board and Agency Directory on the AAVSB website, [www.aavsb.org/dlr](http://www.aavsb.org/dlr), for eligibility requirements for their specific state or province. Candidates may be required to submit an additional state or provincial application/fee by the state deadline.
- **Applying:** Apply online and pay to take the exam with the AAVSB.
- **Scheduling the Exam:** After the application and eligibility have been processed, candidates will be sent an eligibility email explaining how to schedule their examination at PSI (<http://online.goamp.com/CandidateHome/CandidateInformation.aspx>). Candidates will be able to choose the date, time, and location of their exam.
- **Verification of Graduation Form:** Please see the **JC Registrar Services**

### **Veterinary Nursing Supply List:**

- Stethoscope
  - Safety Glasses w/ side shields
  - Digital Thermometer (3-5 seconds)
  - Latex or Nitrile Gloves (box)
  - Watch with a second hand
  - Non-skid, closed toe shoes (no Crocs)
  - Scrubs – Freshman year - top & pants – no color requirement
  - JC scrubs – top & pants (2 sets) – senior year for VET275/277/299
  - Long Sleeved scrub jacket (recommend 2) w/ closed cuffs (no white)
  - Dissection kit (7-10 piece)
  - Small Pocket Notebook
- Additional Supplies for Large Animal Clinical Applications
- Rubber Boots
  - Clipboard

## CVTEA Essential Skills Task Book:

Students will be provided a printed Essential Skills Task Book

The patient is the focus of all health-related professions, and veterinary health care providers must demonstrate competency and safety during all patient interactions. Veterinary Nursing laboratory courses involve direct interaction between students and faculty and provide an opportunity for students to learn and practice skills that will be used in a veterinary clinic or hospital.

Prior to participating in the required internship experience, students need to demonstrate competency in all skills that may be provided to a patient. Therefore, the Veterinary Nursing program utilizes a list of the skills and tasks REQUIRED by the AVMA/CVTEA outlined in the Policies & Procedures Manual (Appendix G). The CVTEA Essential Skills list is NOT all-inclusive of the skills required by the Program: there are many skills and tasks covered in the Johnson College Curriculum which are not included on the below CVTEA list and still must be met for successful completion of the Veterinary Nursing Program.

- 1) Each task MUST be dated (MM/DD/YY) by the student and signed by the faculty member who supervised the completion of that task. If a task is to be completed on more than one species of animal, two dates and two signatures may be used.
  - 2) It is the STUDENT'S responsibility to ensure the safe keeping of this booklet and to keep it as up to date as possible (a faculty member will be unable to sign off on a task if he/she cannot remember your doing it!).
  - 3) This booklet is to have every task listed completed with a date and faculty signature. It is to be handed into the instructor of VET295 on or before the last day of class. Failure to hand in the completed booklet will result in a grade of incomplete ("I") for that course and the student will not meet graduation requirements.
  - 4) It is the student's responsibility to make sure that all skills and tasks have been completed and evaluated by the course instructors prior to the end of the final semester.
- A copy of the AVMA/CVTEA Policies & Procedures (Appendix G) is available for review. Please ask a faculty member or the Program Director.
  - The CVTEA Essential Skills List is utilized as a formative assessment throughout the program.
  - Students MUST demonstrate competency in each skill, which includes adherence to critical safety/performance elements, as determined by the course instructor.
  - Students will have the opportunity to practice skills during lab time and are encouraged to spend extra time on skills as necessary.
  - Any time a skill is considered not competent by the course instructor, the student will have an opportunity to practice skills outside of course time and schedule a time with the instructor for evaluation.
  - Failure to successfully complete an AVMA/CVTEA required task (Appendix G) will result in the student receiving an incomplete ("I") for the corresponding course. According to the Johnson College grading policy, the student will have 10 days to successfully complete the task or receive a failure ("F") for the course and will need to repeat it.

**Johnson College Veterinary Nursing Program**  
**PROFESSIONAL CONDUCT SKILLS ASSESSMENT**

A Veterinary Nursing student is expected to exemplify professional behavior at all times. If students demonstrate unacceptable behavior, he/she will be counseled on the behaviors and ways to make improvements, and will be reassessed. If a student repeatedly fails to comply with the expected behaviors, dismissal from the program will be considered.

**STUDENTS MUST DEMONSTRATE ACCEPTABLE BEHAVIOR IN ORDER TO PARTICIPATE IN CLINICAL EDUCATION.**

<b>Expected Student Conduct</b>	<b>Date</b>	<b>Acceptable/ Unacceptable</b>	<b>Comments</b>
Adheres to Academic Code of Ethics			
Demonstrates respect/consideration of faculty/staff/peers			
Arrives to class/lab on time and is prepared			
Accepts and provides constructive criticism			
Demonstrates professional body language			
Adheres to VT dress code in lecture, laboratory, and in clinical situations			
Maintains Personal Hygiene			
Manages time well			
Actively participates in group discussion and projects			

**Submit to D2L VT General Platform drop-box**

**Rabies Vaccination Verification:**

The dates of vaccination were administered:

#1 \_\_\_\_\_ #2 \_\_\_\_\_

\_\_\_\_\_  
Student signature

\_\_\_\_\_  
Parent/guardian signature (students under 18 yrs)

***\*\*A copy of verification, with dates, from the treating physician/organization must be included with this form in order for Veterinary Nursing Students to fully participate in all laboratory classes and rotations.\*\****

Verification witnessed: \_\_\_\_\_  
Rabies vaccine coordinator/Program Director

\_\_\_\_\_  
Date

**Technical Standards  
Physical Demands Verification Form:**

The undersigned health care provider deems the applicant to the Veterinary Nursing Program is physically capable of performing the physical demands, listed above, for the Veterinary Nursing Program.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Credentials: \_\_\_\_\_