

Mealey, Bob

From: Mealey, Bob
Sent: Wednesday, October 20, 2021 6:03 PM
To: curriculum.submit@wsu.edu
Cc: Borjesson, Dori
Subject: RE: 671440 Veterinary Medicine Requirements New : Add Graduate Certificate

I approve this proposal in its current form.



Robert H. Mealey, DVM, PhD ('01), Diplomate ACVIM

Professor and Chair
Department of Veterinary Clinical Sciences
College of Veterinary Medicine
Washington State University
Office: 509-335-0738
Email: rmealey@wsu.edu
www.vetmed.wsu.edu

From: curriculum.submit@wsu.edu <curriculum.submit@wsu.edu>
Sent: Wednesday, October 20, 2021 6:00 PM
To: Mealey, Bob <rmealey@wsu.edu>
Cc: Borjesson, Dori <dori.borjesson@wsu.edu>
Subject: 671440 Veterinary Medicine Requirements New : Add Graduate Certificate

Mealey, Robert – Chair – Veterinary Clinical Sciences,

Borjesson, Dori – Dean – Vet Med,

Robert Mealey has submitted a request for a major curricular change.

Request (from selection dropdown): Add Graduate Certificate

Department: Veterinary Medicine

New Graduate Certificate: Graduate Certificate for Veterinary Clinical Internship and Residency Program

CIP Code: 60.0399

Requested Effective Date: Fall 2022

Campus: Pullman,

Both Chair and Dean approval is required to complete the submission process. Please indicate that you have reviewed the proposal by highlighting one of the statements below and **reply all** to this email. (curriculum.submit@wsu.edu.) [Details of major change requested can be found in the attached supplemental documentation]

1. I approve this proposal in its current form.

2. I approve this proposal with revisions. Revisions are attached.

3. I do not approve this proposal. Please return to submitter.

If you do not respond within one week, you will be sent a reminder email. If no response is received within three weeks of the submission date, the proposal will be returned to the submitter.

Thank you for your assistance as we embark on this new process. If you have any questions or concerns, please let us know wsu.curriculum@wsu.edu.

Blaine Golden, Assistant Registrar

Graduations, Curriculum, and Athletic Compliance

Washington State University

Registrar's Office

PO Box 641035

Pullman WA 99164-1035

509-335-7905

bgolden@wsu.edu

Note: Please use the attachments to this email rather than the link below to view the supporting documentation.

Mealey, Bob

From: Borjesson, Dori
Sent: Wednesday, October 20, 2021 9:19 PM
To: Mealey, Bob; curriculum.submit
Subject: RE: 671440 Veterinary Medicine Requirements New : Add Graduate Certificate

1. I approve this proposal in its current form.

From: Mealey, Bob <rmealey@wsu.edu>
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Blaine Golden, Assistant Registrar

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WSU Graduate Certificate for Veterinary Clinical Internship and Graduate Certificate for Veterinary Clinical Residency Programs

Prepared by:

Robert Mealey, Chair, Department of Veterinary Clinical Sciences, College of Veterinary Medicine
Tom Kawula, Associate Dean for Graduate Education, College of Veterinary Medicine
Dori Borjesson, Dean, College of Veterinary Medicine
Raelynn Farnsworth, Director, Veterinary Teaching Hospital, College of Veterinary Medicine
Christy Boyd, Chief Operations Officer, Veterinary Teaching Hospital, College of Veterinary Medicine

Primary Contact:

Robert Mealey, Professor and Chair
Department of Veterinary Clinical Sciences
College of Veterinary Medicine
509-335-0814
rmealey@wsu.edu

Brief Summary:

We propose two new graduate certificate programs in the Department of Veterinary Clinical Sciences (VCS) and the Veterinary Teaching Hospital (VTH) at WSU: 1.) Veterinary Clinical Internship Certificate Program, and 2.) Veterinary Clinical Residency Certificate Program. These certificates will rely on existing graduate level courses that are currently used primarily by our clinical residents who are typically enrolled in our Master's of Science program.

Summary of Requirements:

- Applicants for the internship program must have a Doctor of Veterinary Medicine (DVM) degree or foreign equivalent degree (i.e., BVSc).
- Applicants for the residency program must have a Doctor of Veterinary Medicine (DVM) degree or foreign equivalent degree (i.e., BVSc) plus one (1) year internship or equivalent experience in the private sector.
- Students are admitted, upon recommendation from VCS to the Graduate School as full-time certificate students.
- Students must maintain a 3.0 GPA throughout the duration of the program to qualify for completion of the graduate certificate program.
- Internship certificate program is 20 credits over 2 semesters (10 credits/semester).
- Residency certificate program is 60 credits over 6 semesters (10 credits/semester).
- Transfer credits will not be accepted to fulfill any certificate courses.
- Application deadline is May 31.
- Full-time students will be eligible for graduate assistantships.
- Students on academic probation and students suspended from the university for any reason are not eligible to enroll in certificate courses.

Application Requirements:

For admission consideration, applicants must have a Doctor of Veterinary Medicine (DVM) degree or foreign equivalent degree (i.e., BVSc) and the following:

- Applicants for the internship program must have a Doctor of Veterinary Medicine (DVM) degree or foreign equivalent degree (i.e., BVSc).
- Applicants for the residency program must have a Doctor of Veterinary Medicine (DVM) degree or foreign equivalent degree (i.e., BVSc) plus one (1) year internship or equivalent experience in the private sector.

- Complete the [Veterinary Internship and Residency Matching Program application](#) or apply directly to the VTH clinical service advertising the position.
- Veterinary school official transcript.
- Personal statement.
- Curriculum vitae.
- 3-4 standardized letters of reference.
- Any applicant for this position who would need to obtain a visa must be able to obtain the visa by June 1. Foreign students awarded an internship or residency need to acquire the necessary work permit or visa with assistance from WSU. Proof of Medical Evacuation and Repatriation insurance is required at WSU and can be purchased upon arrival. The type of work permit necessary will be dependent on options available at the time of offer.
- Applicants for whom English is a second language the minimum acceptable scores are 600 paper, 250 computer, 100 internet or above on the test of English as a Foreign Language (TOEFL). Applicants who recently graduated from an AVMA accredited school of veterinary medicine will not be required to submit GRE scores.
- Complete the online Graduate School general application prior to enrollment in the first course, indicating an interest in a certificate program. Information on the enrollment process for the WSU Graduate School is available at, <http://www.gradsch.wsu.edu/>.
- \$75 application fee (nonrefundable).
- A fee will be assessed by the Graduate School upon certificate completion.
- As a new WSU graduate student, you will be required to complete training regarding prevention of discrimination and sexual harassment within six months of your date of hire. Information regarding this training is available at the following web site: <http://hrs.wsu.edu/dshp>.
- Sexual Misconduct Statement (SMS): The Graduate School requires that, to comply with state of Washington law (RCW 28B.112), any student desiring to be considered for an assistantship must declare whether the student is the subject of any sustained findings of sexual misconduct in any current or former employment or is currently being investigated for, or have left a position during an investigation into, a violation of any sexual misconduct policy at the applicant's current or past employers. The SMS form will be sent to graduate students after they have accepted an offer of admission.
- COVID-19 vaccination verification: In accordance with Washington State Governor's Proclamation 21-14. 1, as a condition of employment, all WSU employees, including students on an assistantship, must be fully vaccinated for COVID-19 or have an approved medical/religious accommodation prior to first day of employment. People are considered fully vaccinated two weeks after receiving their last shot in a vaccine series. Please contact Human Resource Services (HRS) at hrs@wsu.edu or 509-335-4521 with questions.
- Assistantship Information: An assistantship is a 12-month appointment that requires a minimum of 40 hours work per week. Assistantships are considered taxable income, and federal income tax will be deducted from your paycheck (there is no state income tax in Washington State). Important information about the assistantship includes the following:
 - *Residency requirement and tuition waiver:* The assistantship appointment will exempt you from paying in-state tuition if you live in Washington State during your enrollment at WSU. We also will provide you with an out-of-state tuition waiver during your first year of studies if you are not a resident of Washington State; however, the out-of-state tuition waiver cannot be guaranteed beyond one year. If you are not a resident of Washington State, you must begin the process now to establish state residency (see <http://residency.wsu.edu/>). Students who have not established Washington State residency by the one-year limit will be required to pay out-of-state tuition, even if they have an assistantship. International students are not eligible nor required to become Washington residents in order to receive the tuition waiver.
 - *Residual fee:* All students on an assistantship are required to pay a residual fee (i.e., *fees not covered* by the tuition waiver) each semester of approximately \$1,099.00. The residual fee pays for Health and Wellness Services, Pullman Transit, the Student Recreation Center, and a small portion of tuition *not covered* by the assistantship (see <http://payroll.wsu.edu/stntpay/gradfees.htm>). All international students

will be charged a non-refundable, international orientation fee (\$50.00 -<https://ip.wsu.edu/future-students/graduate-student/>), after course registration. The fee will be charged to your WSU account. Graduate assistants may choose to enroll in the university's payroll deduction plan to have these fees automatically deducted from their paycheck over the period of 8 pay cycles. Students may check with their department for more information when they arrive.

- *Responsible Conduct of Research Training*: The Graduate School requires all graduate students on an assistantship to complete the web-based Responsible Conduct of Research Training (<https://myresearch.wsu.edu/login.aspx?ReturnUrl=%2fonlinetraining.aspx>). Please notify our office of the date you completed it.
- *Health insurance*: The Graduate Student Medical and Dental Insurance Plan is provided to graduate student assistants as a benefit. It is designed to help you pay a portion of the medical and dental expenses you may incur <https://cougarhealth.wsu.edu/studentinsurance/graduate-students/>. Students on appointment for the academic year and/or spring semester will be automatically covered throughout the summer.
- *Payroll*: WSU employees are paid on a semimonthly lagged payroll system. This means that for the pay period 16-31, you will be paid on the 10th of the next month (example: for *August 16-31* you would be paid on *September 10th*). For the pay period 1-15, you will be paid on the 25th of that current month (example: for *September 1-15*, you would be paid on *September 25th*).
- *Social Security Card*: Students are required to check-in with Global Services *prior* to applying for a Social Security Card. For immigration reasons, a student must check-in with Global Services and present an employment letter endorsed by Global Services staff to be eligible for a Social Security Card. If a student applies for a Social Security Card prior to completing check-in his/her Social Security Card the process will be delayed. For more information, please visit <http://ip.wsu.edu/global-services/students/incoming/home.html>
- That you remain enrolled full time during the period of your appointment (minimum of 10 credit hours during each academic semester).
- That you maintain a 3.0 cumulative GPA during the period of your appointment.
- That progress towards your degree remains satisfactory.
- That your professional and academic performance remains satisfactory.

Background:

Our proposed Veterinary Clinical Internship and Veterinary Clinical Residency Graduate Certificate Programs will provide formal recognition for training programs that have existed in the College of Veterinary Medicine (CVM) for decades without such recognition from the University. At this time the clinical internship and residency program is a one-year (internship) to three-year (residency) post-DVM training program that is intended to prepare graduate veterinarians for high-quality clinical service or advanced specialty training (internship), and to provide advanced specialty training (residency). The guidelines and expectations for veterinary internships and residencies are set by the American Veterinary Medical Association ([AVMA](#)), the American Association of Veterinary Medical Colleges ([AAVMC](#)), and the various veterinary specialty colleges (ie [American College of Veterinary Internal Medicine](#), [American College of Veterinary Surgeons](#), etc.). The selection of interns and residents primarily occurs through the processes of the Veterinary Internship and Residency Matching Program ([VIRMP](#)) as coordinated by the American Association of Veterinary Clinicians ([AAVC](#)). The veterinary internship and residency program at WSU competes for the best new graduate and recently graduated veterinarians nationally and internationally and, with 10-25 interns and 8-14 residents accepted into the program each year, we have a completion rate for the one-year clinical internship program of 100% over the last decade, and 90-100% for the three-year clinical residency program.

The faculty in VCS spend many hours training veterinary interns and residents. The interns attend many of the same graduate classes attended by our veterinary residents who are enrolled in master's degree programs. These classes include hospital rotations, journal clubs, special topics, case discussion rounds, seminar courses, and others. Despite the obvious educational impact of these programs and the quality assurance provided by the

guidelines and oversight of the professional organizations cited above, the clinical internship program has never been officially recognized as a post-graduate training program at WSU. At the conclusion of their year of training, clinical interns are provided with a certificate from the College of Veterinary Medicine that has no actual recognition or meaning within the broader context of the University. Clinical residents are in training for three years, and traditionally these trainees have been enrolled in the Graduate School as thesis MS students. At the conclusion of their three-year advanced training program, these residents become eligible for board certification by the various specialty colleges, and, if enrolled in the graduate school, earn MS degrees. However, many of these trainees go on to careers in the private sector are only interested in the advanced clinical training – they are not interested in pursuing graduate degrees. In this case, similar to the interns, the residents are provided with a certificate from the College of Veterinary Medicine that has no actual recognition or meaning within the broader context of the University

Clinical interns have historically been hired into Administrative Professional (AP) positions as employees rather than students. This AP designation does not accurately reflect their status as trainees and does not recognize the teaching efforts of the faculty members who train and oversee these interns. The same would be true for clinical residents who are not pursuing MS degrees. We propose the creation of two new Graduate Certificate Programs: 1.) Veterinary Clinical Internship Certificate Program, and 2.) Veterinary Clinical Residency Certificate Program. The enrollment of future interns and non-MS-seeking residents will be as graduate certificate students rather than AP employees. Graduate certificate programs are intended to provide post-baccalaureate students with multi-course training programs in specialized areas that help professionals gain new skills and knowledge and advance their careers. This is exactly what our internship and residency programs are doing. We anticipate that up to 40 students would be enrolled in these one-to-three-year graduate certificate programs each year.

Certificate description:

Graduate Certificate for Veterinary Clinical Internship: The graduate certificate for interns will require a minimum of 20 credits obtained over two semesters. With a course load of 10 credits/semester, the clinical intern participants will be unique among WSU graduate certificate students in that they will be classified as full-time graduate students and will have service commitments that will make them eligible for support on graduate assistantships.

Graduate Certificate for Veterinary Clinical Residency: The certificate for residents will require a minimum of 60 credits obtained over six semesters (course load of 10 credits/semester) for three years. This is consistent with the extended advanced specialty clinical training required of residents. With a course load of 10 credit hours/semester, the clinical resident participants will also be unique among WSU graduate certificate students in that they will be classified as full-time graduate students and will have service commitments that will make them eligible for support on graduate assistantships.

Required courses:

Hospital Rotation, VET_CLIN 587 (6 credits/semester required): Much of the clinical internship and residency training occurs experientially with mentoring provided by faculty clinicians while evaluating and treating clinical patients received by the intern or resident. This “in the moment” mentoring is complemented by daily clinical rounds attended by fourth year veterinary students assigned to the rotation, interns, residents, and faculty clinicians. The educational credits for these rotation experiences will be assigned through a graduate level Hospital Rotation course (VET_CLIN 587) that already exists. The specific hospital service rotations for each intern or resident will vary depending on the career goals and interests of the trainee. For example, specialty interns interested in Small Animal Emergency and Critical Care will have very different clinical rotations than interns interested in Equine Medicine and Surgery careers. The same will be true for residents. Residents training in Neurology will have very different clinical rotations than residents training in Cardiology. In order to retain this flexibility in training and to prepare each intern/resident for specific long-term career goals, we will use this generic Hospital Rotation course rather than specific courses for each type of rotation. The interns and residents will spend approximately 40 hours/week in clinical service throughout each year and will complete 6 credits of

Hospital Rotation during each semester. It is exceptional to ask for so many credit hours of the same course for a certificate or degree program, but we believe it is appropriate given the considerations outlined in this proposal.

Seminar in Clinical Medicine, VET_CLIN 582 (1 credit/semester required): This 1 credit course will be required each semester. Each participant in the course, primarily clinical interns and residents, is responsible for presenting one 20-30 minute presentation to peers and faculty each semester. The student works with a faculty mentor to prepare the presentation and is evaluated by faculty and peers.

Elective courses (3 credits/semester required):

Additional credits (3 or more) for each semester can be obtained through a variety of course offerings including the following.

Special Topics, VET_CLIN 570: This 1 credit course is intended to explore a topic in veterinary medicine. Each semester there may be multiple sections of this course with focus on specific areas of specialization in the profession such as emergency and critical care medicine, surgery, or neurology. The format is commonly either journal club or case-based discussion for small groups of interns and residents. The student may enroll in more than one Special Topics course each semester depending on interests and topics that are available.

Oncology Journal Seminar, VET_CLIN 565: This is a 1 credit small group discussion course based on veterinary literature, peer-reviewed literature, and textbooks covering the biological basis of cancer diagnosis, therapy, and treatment.

Cardiology Special Topics, VET_CLIN 574: This is a 1 credit course for small group discussion of clinical cardiology topics and special problems.

Advanced Clinical Pathology, VET_CLIN 580: This is a 1 credit course for graduate veterinarians to meet in a small group for discussion of laboratory and cytologic abnormalities as recognized in recent cases from the Veterinary Teaching Hospital.

Selected Topics in Advanced Clinical Neurology, VET_CLIN 585: This is a 1 to 2 credit course with small group discussion of advanced veterinary neurology topics as applied to clinical practice.

Diagnostic Ultrasound, VET_CLIN 586: This is a 2 credit course for interns and residents intended to explore diagnostic ultrasound and its application to clinical medicine in large and small animals.

Advanced Clinical Veterinary Medicine, VET_CLIN 589: This is a variable 1 to 3 credit course for special topics related to clinical veterinary medicine.

Special Topics in Equine Medicine, VET_CLIN 590: This is a 1 credit course for small group discussion of problems in equine medicine, surgery, or reproductive medicine using current or recent case material from the Veterinary Teaching Hospital.

Advanced Clinical Diagnosis, VET_CLIN 591: This is a variable 1 to 3 credit course for study of diagnostic medicine including clinical and laboratory examinations.

Anesthesia Seminar, VET_CLIN 593: This 1 credit course provides a critical review of current topics in veterinary anesthesia.

Advanced Radiology, VET_CLIN 596: This is a variable 1 to 3 credit course for advanced study in the field of veterinary radiology and radiation treatment.

Diagnosis and Treatment of Surgically Correctable Soft Tissue Diseases in Small Animals, VET_CLIN 597: This is a variable 1 to 2 credit course for review of recent advances in the diagnosis and treatment of diseases in the field of small animal surgery.

Surgery Residents Seminar, VET_CLIN 598: This is a 1 credit course in which surgery residents and interns provide presentations of case reports, literature reviews, and research.

Special considerations:

These proposed Graduate Certificates in Veterinary Clinical Internship and Veterinary Clinical Residency differ in several important ways from other graduate certificate programs at WSU, but these differences are well-justified based on the following special considerations.

1. As previously stated, graduate certificate programs are intended to provide post-baccalaureate students with multi-course training programs in specialized areas that ***help professionals gain new skills and knowledge and advance their careers***. Veterinary clinical internship programs provide graduate veterinarians (post-baccalaureates) with advanced clinical training to prepare them for application to specialty residency training programs or similar advanced professional career opportunities. Veterinary clinical residency programs provide graduate veterinarians (post-baccalaureates) with advanced clinical training to prepare them for careers as veterinary specialists. While interns are trained in critical evaluation of peer-reviewed literature and may occasionally complete small research projects, they are not substantively engaged in research activities during a clinical internship. Therefore, internship training programs are not appropriate to be included in a Master's of Science degree program. Residents are in three-year training programs, and some of the specialty colleges require that a research project be conducted. However, the focus of the residency training program is advanced clinical training, not research. Moreover, and as stated above, many residents will go on to careers in the private sector and have no desire to obtain an MS degree. While a combined residency/MS program might be appropriate for a few of our residents, it is not appropriate for many of them. Overall, the goals and objectives of our veterinary clinical internship and veterinary clinical residency programs are indisputably very closely aligned with WSU's stated graduate certificate goals and objectives.
2. The overall framework for veterinary clinical internship and veterinary clinical residency programs is set by external professional governing bodies as outlined in the first section of this document. Veterinary clinical internships are almost always one year in length and are expected to involve full-time clinical work including shifts worked after-hours and on weekends. The AAVMC has guidelines to ensure that the workload is not excessive for individuals in these training programs, and we strive to remain within those guidelines. We cannot decrease the workload to accommodate a part-time program without compromising the qualifications that the intern is seeking in order to move forward with applications for residency training in a veterinary specialty. The same goes for residents. In fact, juggling the demands of the MS thesis requirements while engaging in full-time clinical work including shifts worked after-hours and on weekends has negatively impacted the well-being and mental health of many of our residents in the existing combined residency/MS program.
3. Veterinary clinical internships and residencies are grounded in experiential learning with "in the moment" mentoring from experienced faculty supervisors providing the core educational experience. This type of mentoring/training/teaching by the faculty should be recognized by the University. We believe that 6 credits/semester of the Hospital Rotation course actually under-recognizes the amount of time spent by faculty teaching each intern or resident in an experiential setting each semester. We believe this justifies an exception to policy to allow a high number of repeated credit hours for these graduate certificates.

4. The graded Hospital Rotation course work will be combined with graded course work from a variety of graduate courses that are already available and being taught regularly for our clinical residents who are in our Master's of Science degree program. Interns and residents currently participate fully in many of these courses even though the interns and some of the residents are not registered as students in the associated University course. These types of journal clubs and seminar courses are considered essential parts of any internship/residency training program and it is appropriate that the intern's or resident's participation be recognized with official University course credit and that faculty be recognized for teaching interns and residents participating in these courses.
5. Because of the full-time nature of work associated with these graduate certificate programs, the number of credits required to obtain each certificate (20 credits for interns and 60 credits for residents) is exceptionally high. The vast majority of graduate certificate programs at WSU require only 9-15 credits for completion.
6. Veterinary clinical interns and residents work long hours within the VTH in order to gain the experience and training needed to advance in their profession. They should be classified as full-time students in recognition of the unique nature of these graduate certificate programs, and they should be eligible for graduate assistantship support. They provide much more service to the University than the 20 hours per week required for graduate assistantships (like TAs for example). These interns and residents are working and learning in a full-service veterinary hospital and their efforts generate revenue for the University. Almost all other veterinary clinical internships and residencies in the United States are paid programs and our interns and residents deserve to be paid similar stipends for their efforts. If we do not provide stipend support, we will not be able to attract and hire the best candidates for these positions.
7. An additional benefit from enrolling veterinary clinical interns and residents in an official graduate certificate course is that we will be able to more easily recruit and fill positions with international applicants. We have done this for many years by sponsoring such interns and residents for H1B visas. The acquisition of H1B visas has become increasingly difficult, time-consuming, and expensive, and it is no longer possible to hire international applicants for 1-3 year positions. We would, however, be able to bring these individuals into our program with their classification as graduate students on F1 visas.
8. The classification of veterinary clinical interns as graduate certificate students is not unique among land grant universities. A similar program exists at the University of Georgia College of Veterinary Medicine: <https://grad.uga.edu/index.php/degree/clinical-internship/>.