



MURRAY
STATE COLLEGE

From Here... Go Anywhere.

Veterinary Nursing Program

Essential Functions and Accommodation Policy

The field of Veterinary Nursing is both intellectually and physically challenging. All students must meet the technical standards required of the Veterinary Nursing Program (VNP) and Veterinary Nursing Distant Learning Program (VNDLP) to perform essential skills set forth by the AVMA-CVTEA accrediting body and the veterinary profession. The extensive nature of the essential skills and technical standard requirements listed may prevent some prospective students with disabilities from qualifying for enrollment or continued enrollment of the VNP and VNDLP programs.

Applicants and students must be able to satisfy, with or without the use of appropriate auxiliary aids (including prosthetic devices), the following technical standards which relate to physical abilities. If one aid or prosthetic device interferes with a second aid or prosthetic device needed to carry out a single act, then the individual may be restricted in meeting the technical standard. Due to the nature of the essential skills reduced distraction testing areas and extended time accommodations will not be provided for any laboratory course exams.

General Physical Requirements

Students must independently:

- Walk and stand for at least ten minutes at a time, multiple times per hour.
- Lift and/or carry up to 50 pounds from floor to waist level or higher at least several times per day.
- Lift objects weighing up to 50 pounds to a height of one meter or higher and carry the object or animal for a distance of two meters.
- Use hands and arms to handle, install, position and move materials, equipment, and supplies.
- Handle, position, and restrain live animals of small and large animal species.
- Have sustained contact with multiple species of animals and learn the safe handling, restraining, and working with these animals.
- An individual should not be allergic to any species of animals to the extent that would prohibit working in a facility that has them.

Cognitive Ability

Students must independently:

- Function in a structured environment within significant time constraints, make rapid decisions in urgent situations, and meet deadlines.
- Demonstrate a willingness to assist with and perform a wide variety of routine medical, surgical, and diagnostic procedures common to the veterinary setting; including humane euthanasia and handling of sick, injured, fractious, or aggressive animals without fear.
- Complete required tasks/functions under stressful and/or unpredictable conditions, including emergency situations.
- Access information from books, reference manuals, computers, and paper and

- electronic medical documents to perform duties and safely and use equipment.
- Prioritize, organize, and utilize time-management skills to perform tasks.
 - Evaluate, synthesize and communicate diagnostic information to the attending veterinarian and/or staff.
 - Demonstrate the need for minimal supervision as they advance through the program.

Communication Skills

Students must independently:

- Communicate accurately and effectively in English.
- Comprehend and carry out complex written and oral instructions given in English.
- Make legible and coherent notes in English within the margins and space provided on the appropriate forms.

Professionalism and Interpersonal Skills

Students must independently:

- Demonstrate professional and socially appropriate behavior; maintain cleanliness and personal grooming consistent with close human and animal contact.
- Interact appropriately with clients and all members of the veterinary healthcare team.
- Demonstrate good judgment and make appropriate professional and procedural judgment decisions under stressful and/or emergency conditions (i.e. unstable patient condition), emergent demands (i.e. stat test orders), and distracting environments (i.e., high noise levels, complex visual stimuli, aggressive animals).

Manual Dexterity and Mobility

Students must independently:

- Move his/her entire body a distance of no less than three meters within two seconds of a signal to do so, to move rapidly from danger while handling animals in confined spaces.
- Perform the essential functions of the profession. This includes manipulating small equipment, adjusting resistance on equipment, holding hooves while cleaning and evaluating, managing syringes, catheters, and common surgical instruments.
- Complete physical assessment and perform nursing duties in a timely manner. This includes performing palpation during physical exams, administering oral, intramuscular, subcutaneous, and intravenous medication, inserting and removing tubes, collecting organic samples from live animals, and performing wound care.
- Palpate and interpret findings, i.e. palpation of pulses, lymph nodes or trachea to determine proper endotracheal tube size.
- Operate surgical instruments. This includes assisting with hemostats or other instruments while assisting in surgery; inducing and monitoring general anesthesia in an animal patient; placing intravenous and urinary catheters.
- Hold, manipulate, or tie materials ranging from a cloth patch to a very fine string. This includes using a surgical sponge; tying a 00-silk suture; endotracheal intubation; intravenous injection; catheterizing animals to obtain sample of urine and/or other body fluids; applying bandages.

Auditory, Olfactory, and Visual Skills

Students must independently:

- Possess adequate visual ability, with or without correction, that allows the determination of minute areas of detail, very small variations in color and adequate depth perception (size, shape and texture),

including differentiation of details as viewed through a microscope. This includes characterizing and interpreting the color, odor, clarity, and viscosity of body structures and fluids, observing variations in skin and mucus membrane color, integrity, pulsations, tissue swelling, etc.

- Possess visual ability to allow for observation and assessment as necessary in nursing care both from a distance and close by in order to recognize physical status and non-verbal responses including behaviors.
- Monitor and assess health status, including auscultation of heart and lungs, and respond to equipment alarms and warning sounds from animals, humans, and/or equipment of impending danger or injury.
- Recognize and respond appropriately to distress sounds from animal and alarms/warning signals on animal- monitoring equipment directly and through intercommunication systems to ensure patient safety.
- Detect and respond appropriately to odors in order to maintain environmental safety and patient needs.
- Use a compound microscope to identify cells and organisms and be able to differentiate colors of stained objects.
- Observe movement at a distance ranging from 30-45 centimeters to 15-20 meters at a discrimination level that permits detection of subtle differences in movement of the limbs in animals. This includes detecting and describing a change in color of hair coat caused by licking or trauma; detecting abnormal head posture in a parakeet; monitoring respiratory rate during anesthesia; reading anesthesia monitoring equipment.
- Discriminate shades of black and white patterns in which the band is not more than 0.5 mm in width. This includes characterizing bacterial hemolysis on a blood agar plate; density patterns on a radiograph; and trace ECG.
- Demonstrate adequate depth perception to allow detection of a 0.5 cm elevation, which is no more than 1cm in diameter on a slightly curved surface having a slightly irregular surface. This includes detection of tissue swelling on the hip on a smooth-haired dog; determining presence of reaction to skin testing for allergies.
- Communicate in a surgery room while all occupants wear surgical masks.
- Detect movement of large animals in a pen or corral.
- Monitor multiple patients in an ICU.

Reasonable Accommodations

The Americans with Disabilities Act (ADA) defines a disability as a substantial limitation of a major life function. A temporary medical condition does not qualify as a disability and is not covered under the ADA of 1990 or under Section 504 of the Rehabilitation Act because the extent, duration, and impact of the condition are not permanent. Accommodations may not provide an unfair advantage to the students, fundamentally alter the nature and substance of the curriculum, present an undue hardship for the institution, pose a direct threat to the safety of patients, or compromise the academic integrity of the program. Students may be required to cover the cost of such accommodations and should be aware that a potential employer may not be amenable to use of accommodations that result in undue hardship to the employer. Students receiving accommodations must be aware that these may not be available from a prospective employer. Veterinary practices with small numbers of employees may be exempt from the requirements of the ADA.

Examples of reasonable accommodations that may be available to students that qualify under the ADA for performance of required skills could include the following:

- o Amplified stethoscope
- o Portable speech amplifier
- o Hearing aids
- o Clear surgical masks
- o Magnifying headsets
- o Non-allergenic gloves
- o Magnifying microscope monitor

Request for Accommodations

Students seeking accommodations must self-disclose to the Disability Services Office to determine eligibility. Accommodations specific to core program requirements will be at least equivalent to those approved by the licensing body.

To ascertain appropriate accommodations, the Disability Services Office may request assistance from appropriate veterinary medicine and technical specialists: Disability Services Office, Advising & Counseling Center, 222.819.000.

MSC Student Support Concerning ADA Needs

Murray State College is committed to providing equal access to College programs and services for all students. Under College policy and federal and state laws, students with documented disabilities are entitled to reasonable accommodation to ensure the student has an equal opportunity to perform in class. If any member of the class has such a disability and needs special academic accommodation, please report to the Testing Centers as soon as possible. On the Tishomingo Campus, contact the Testing Center at (580)387-7304. On the Ardmore campus, contact the Testing Center at 580/319-0371 located in the UCSO main building. Reasonable accommodation may be arranged after verification of ADA needs. Do not hesitate to contact the instructor if any assistance is needed in this process.

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