

Multi-Species Clinical Expertise

This is the central role in the framework of Core Veterinary Competencies. Veterinarians apply and integrate medical knowledge, clinical skills and professional attitudes into their practice, and are advocates for animal health and welfare. Veterinary expertise includes knowledge of diverse patient species, in the context of the communities in which they interact.

Veterinarians are educated to take a comparative approach with a holistic* perspective, enabling them to practice productively and effectively immediately after graduation.

* holistic = animal, human, and environment

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Demonstrate proficient diagnostic & therapeutic skills including those related to animal behavior, health promotion, wellness, and welfare.
- Demonstrate the ability to treat common health problems.
- Demonstrate the ability to educate clients in order to prevent common health problems.
- Demonstrate proficient assessment and management of patient issues.
- Demonstrate the clinical knowledge, skills and attitudes required to meet the needs of the patient, the client community and the practice.
- Make good decisions based on best available evidence, past experiences and expertise, and a sound knowledge of consequences.
- Demonstrate proficient and evidenced-based use of technical skills.
- Seek advice and expertise from other health resources.
- Educate clients on a range of patient options.

Public Health/One Health Knowledge & Expertise

Veterinarians responsibly use their expertise and influence to advance the health and welfare of animals, people, their communities, and the environment. They recognize their duty and ability to improve overall health of animals and the society they serve. They understand the inter-relationship among animals, people and the environment in the context of health promotion and improvement, and disease risk management. Veterinarians appreciate the impact of animal diseases on the food supply system, and society in general.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Counsel clients on the prevention and control of zoonotic diseases.
- Recognize all reportable animal diseases.
- Discuss the principles of food safety and security.
- Evaluate health trends and assess the threat of emerging diseases to animal or human populations through problem solving and critical thinking.
- Design programs that will promote the health and welfare of individual patients, households, communities, and populations.
- Identify opportunities for advocacy, health promotion and disease prevention in the community and respond appropriately.
- Identify the human health benefits of animals within the family and design programs that promote the human/animal bond.
- Demonstrate appropriate collaboration with human health care professionals to ensure the health of animals, humans, and the environment; practice One Health.
- Describe the environmental/ecosystems which contribute to animal and human health, as well as sustainable agricultural systems.
- Discuss the role of veterinarians in emergency preparedness and response.

Interpersonal Communication

Veterinarians sustain effective, professional relationships and skillful, sensitive, appropriate communications with clients, colleagues, other healthcare professionals and the public. They communicate in various ways and in a variety of settings with the purpose of achieving the best outcomes/results. They are able to establish and maintain effective communication in the face of cultural differences and challenging situations. They are approachable and professional, providing credible, accurate science-based information in a timely manner. Veterinarians are aware of messages conveyed using body language, particularly from their patients and clients. Their role is to perform compassionate health care delivery.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Facilitate doctor-patient-client relationship; communicate effectively with clients, producers, lay public, professional colleagues, and responsible authorities.
- Demonstrate the ability to develop rapport, credibility, trust, and ethical relationships with clients and their families, producers, the public, professional colleagues and responsible authorities.
- Accurately elicit and synthesize information from multiple sources.
- Professionally and confidently convey oral and written information, including reports, case records and therapeutic plans by all necessary means, including electronic, to clients, colleagues, public and media.
- Distinguish between when it is appropriate to use either oral or written communications.
- Demonstrate effective listening skills, and 'watching skills' to assess the mood of both patients and clients.
- Use effective communications techniques to educate clients, to present treatment options.
- Demonstrate the ability to communicate difficult issues such as bad news or disclosing errors or adverse events. Discuss managing conflict through negotiation.
- The ability to convey information in a second language to English, as expected by the local community of practice.

Collaboration

Veterinarians serve integral roles in interdisciplinary teams to achieve optimal societal outcomes. They work as effective team members in multi-professional and multi-cultural environments.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Demonstrate the ability to work effectively as a member of a multi-disciplinary team in the delivery of veterinary services; and to make-necessary compromises to accomplish a common goal.
- Perform duties of assigned team role and contribute knowledge, opinions, and skills to share with the team.
- Recognize and respect the diverse roles, responsibilities, perspectives and resources of others; demonstrate a positive attitude about the task(s) and the work of others.
- Demonstrate the ability to manage conflict and employ collaborative negotiation skills.
- Perform both peer and self assessment and discuss strengths and weaknesses of collaboration.

Management (Self, Team, System)

Veterinarians are integral participants in the veterinary service decision-making process. They organize and develop sustainable practices. They require the ability to prioritize, coordinate, and effectively execute tasks. They make effective choices to function as a manager in their veterinary roles. Veterinarians are aware of the challenges and needs to make good work/life balance decisions, based on the circumstances.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Demonstrate business acumen and financial literacy on a personal and professional level.
- Justify resource allocation, prioritization & investment decisions in a veterinary medical context.
- Demonstrate self-management of time and emotions.
- Demonstrate supervision, delegation, empowerment, and appropriate communication within a group environment.
- Demonstrate administrative and leadership roles and contribute to policy development.
- Identify business and personal priorities and apply time management skills to balance practice*/business requirements, outside activities, and personal life.
- Apply business practices* effectively, including finances and human resources, within the constraints of designated economic climates.
- Create systemic quality process evaluations and apply continuous quality improvement within own work environment.
- Describe employment, health and safety regulations and requirements including public liability.
- Work effectively and cooperatively in a multi-disciplinary team environment, including consensus building and conflict resolution.
- Describe the totality of veterinary community resources.
- Define the principles involved with assessment of client satisfaction; business practice including budget analysis and clinical treatment cost/benefit analysis.

* In this context 'practice' means delivering veterinary medical services.

Life-Long Learning, Scholarship, Value of Research

Veterinarians demonstrate a life-long commitment to reflective learning, as well as participating in the creation, dissemination, and translation of knowledge. They engage daily in asking and answering questions and strive to adapt and increase their knowledge, skills, and judgment.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Use self-directed learning to develop and expand competencies.
- Apply critical thinking and curiosity when evaluating information and its sources and apply that information to the solution of a problem.
- Demonstrate a commitment to maintain professional competence in response to developing scientific fields and professional demands.
- Contribute to the creation, dissemination, application, and/or translation of new knowledge.
- Demonstrate self-audit competencies and advancement, and seek to participate in peer-reviewed activities.

Ethics & Professional Leadership

Veterinarians are committed to the health and welfare of their patients and the protection of human health through ethical practice, professional self-regulation, and high personal standards of behavior and practice. They are guided by a code of ethics and a commitment to professional competence, appropriate attitudes and behavior, integrity, personal well-being, and the public good. Veterinarians develop a clear vision for the future and communicate the vision in a meaningful manner by establishing trust and effectively deploying oneself in a disciplined manner.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Demonstrate personal and professional integrity.
- Show commitment to protect animal and human health and welfare.
- Demonstrate awareness of important ethical issues concerning animals and humans.
- Exhibit professional behaviors in practice, including honesty, integrity, reliability, compassion, respect, altruism, and commitment to animal health and welfare, and public health.
- Maintain appropriate professional boundaries; appropriately manages conflicts of interest.
- Conduct oneself in a professional manner with regard to the veterinarian's oath.
- Embrace and implement the veterinarian's leadership role.
- Motivate others.
- Influence and persuade others.
- Coach, develop, and mentor others.
- Be the champion of the profession and educate others about and promote the value of veterinary medicine.

Diversity/Multicultural Awareness*

Veterinarians demonstrate an understanding of the manner in which culture and belief systems impact delivery of veterinary medical care while recognizing and appropriately addressing biases in themselves, in others, and in the process of veterinary medical care delivery.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Describe how the strengths and benefits of diversity within veterinary medical communities and the communities that veterinarians serve influence veterinary medical decisions.
- Describe how the social, cultural, linguistic, economic and other differences within the profession and in the communities they serve impact their professional decisions.
- Describe principles of cultural acceptance in professional settings.

* Differences among people with respect to race, gender, age, ethnicity, sexual orientation, mental/physical ability, religion, job level, personality traits, education, health, stature, culture, language, and other human differences.

Adapt to Changing Environments

Veterinarians function within a continually changing physical, economic and societal environment. This could include: globalization (animals, people, diseases); climate change; economic shocks; natural and intentional disasters. They demonstrate curiosity and flexibility when challenged with changing priorities and situations. A key attribute for veterinarians is their ability to quickly acquire technology expertise.

Key objectives & competencies that underpin the Core Competency

DVM graduates will be able to:

- Discuss cultural differences in public and private practice communications and settings.
- Analyze the economic climates in which the veterinary profession operates and design appropriate responses.
- Explain adaptability and resilience in the context of veterinary medicine and describe coping skills to handle stress in positive ways.
- Compose innovative, new approaches to challenges in veterinary medicine.
- Critique new and emerging technologies relating to veterinary medicine, and discuss their potential benefits to the profession and society.
- Recognize changes in the veterinary profession and justify appropriate responses through problem-solving.
- Identify opportunities where veterinarians can promote or respond to change to benefit animal, human and environmental health, welfare and wellbeing.