

# **AMERICAN COLLEGE OF ZOOLOGICAL MEDICINE COMPLIANT TRAINING PROGRAMS IN ZOOLOGICAL MEDICINE**

**March 9, 2017**

(Previous revisions; 2016 2014, 2013)

## **A. DEFINITION**

1. Zoological medicine is a discipline that integrates principles of ecology, conservation, and veterinary medicine and applies them to wild animals within natural and artificial environments.

## **B. BRIEF PROGRAM DESCRIPTION**

1. Standard compliant training program

a. A structured program of at least three (3) years duration, supervised by a minimum of 2 Diplomates of ACZM, and advertised nationally as a training program in zoological medicine. Those programs that lack at least 2 ACZM mentors have until 2019 to do so, trainees enrolled in these programs prior to 2019 will be grandfathered as having completed training in a compliant program. Work with a variety of animal classes is necessary.

2. Alternative training routes

a. Ph.D. route.

b. Experiential route.

## **C. DETAILED OBJECTIVES**

1. To develop the trainee's clinical competency with a variety of species through on- the-job experience and related studies.

2. To provide the opportunity for free-ranging wildlife trainees to work with as many different classes of animals as possible, in the field and in the laboratory.

3. To provide the trainee with the opportunity to have experience with the broad range of professional activities required for a career in zoological medicine (e.g., preventive medicine, nutrition, epidemiology, comparative pathology, animal behavior, handling and restraint, population medicine, husbandry, research, exhibit design, institution management, ethical, and conservation issues).

4. To encourage the continued review of the literature of zoological and wildlife medicine and management, by regularly scheduled journal discussions.

5. To encourage/require the development of a publishable paper based on an original investigation during the residency.

6. To provide an advisor relationship to assist the trainee in preparing to become a Board-certified ACZM Diplomate.

## **D. EXPERIENCE REQUIREMENTS**

1. General guidelines

a. The Training Program Committee has some flexibility in interpretation of appropriate mentoring and experience comprising an ACZM compliant training programs.

2. The minimum length for an ACZM compliant training program will be three (3) years.

a. By 2019 training programs will have minimum of 2 ACZM Diplomates involved in mentoring trainees. It will be important to incorporate the Diplomate's vacation, travel, and other leave time into the program in ways that ensure that the required time for in-residence mentoring is met.

b. Mentorship is considered to mean that the trainee can contact and communicate directly with an ACZM Diplomate in the program for advice or assistance during the hours and days of normal operation of the program. For institutions with multiple campuses, in-residence refers to the combination of all of the campuses.

c. The supervisor and institution providing an ACZM compliant training program must recognize their commitment to provide acceptable supervision by ACZM Diplomates when unexpected circumstances arise and no ACZM mentors in a compliant training program can be present for extended periods or if the resident(s) is absent for an extended period of time.

d. There are options the program must consider to avoid jeopardizing the credentialing of the trainees in their program. The director of the compliant training program should present his/her strategy for dealing with this situation to the Chairperson of the Training Program Committee in writing, in advance of taking any action, so that the committee can rule on the acceptability of the strategy. Options to consider could include the following:

1. Hiring an ACZM Diplomate to temporarily supervise the program in the absence of the permanent mentors, following the established program.

2. Extending the time of the training experience to fulfill the 36 month mentored training program.

3. Arranging to place the trainee(s) at another compliant ACZM program temporarily where ACZM Diplomates will be available to supervise the trainee. (see f. below)

4. It is recognized that opportunities for trainees to learn away from the primary institution, where there is no ACZM Diplomate in residence, can be valuable but remote mentorship by an ACZM Diplomate should still be available. These opportunities are evaluated by the training program committee in determination of whether a program is compliant with ACZM guidelines on a case by case basis.

5. Time spent under the mentorship of appropriate Diplomates of other specialties is encouraged. However, this does not substitute for in-residence mentorship by an ACZM Diplomate.

f. Options for approved significant changes in a compliant program or transfer of resident from one compliant program to another during their residency.

1. Request for changes to the current resident's compliant program will NOT be approved for purposes of accepting employment, or to training opportunities without pre-established ACZM compliant mentorship programs.

2. Any significant changes to a compliant residency program must be pre-approved by the residency training program committee prior to implementation of the change. Once a change is approved, the committee will notify the chair of the credentials committee of the change. The original institution must certify that the resident completed their residency program and received their certificate of completion from the initial institution.

3. Changes which involve the movement of a resident to another location must be presented to the training program committee by the program leader of the initial residency program.

4. Documentation submitted by the initial residency program must include

1) A detailed reason for the requested change to the compliant program including how the change will remain compliant with ACZM residency requirements

2) A letter from the initial residency program supporting the change,

3) A letter from the resident involved supporting the change

4) A letter from the new institution(s) involved in training the resident that they are supportive of the change.

5. Significant changes to a compliant residency program include but not limited to change in ACZM Dipl mentors, significant (greater than 4 weeks) changes in rotations or training experiences, requests for transfer to another compliant program for training for a specific period of time.

6. Acceptable situations for residents to change institutions (depending on the details) for the following reasons: loss of primary mentor, transfer of primary mentor to another institution with a compliant residency program, mutually agreeable transfer of a resident from one compliant program to another compliant program for training purposes, mutually agreeable changes to take advantage of training opportunities (which still require ACZM mentorship). In all cases, the original institution must be the institution which certifies that the resident completed the compliant residency program as required by the original institution.

## **E. FACILITIES AND REQUIREMENTS**

1. In the situation where the captive environment predominates, the standards described in the most recent edition of “Guidelines for Zoo Veterinary Medical Programs and Veterinary Hospitals” (Veterinary Standards Committee, AAZV) will be considered as the minimum requirement for the facilities for an ACZM compliant training program.

2. In the situation where the program is predominately concerned with free-ranging species, access to and utilization of pathology and clinical pathology services equal to the standards delineated in “Guidelines for Zoo Veterinary Medical Programs and Veterinary Hospitals” (Veterinary Standards Committee, AAZV) above are considered minimal for an ACZM compliant training program.

3. In the situation where the program is a Ph.D. program including clinical experience, the mentoring ACZM Diplomate must be on the Ph.D. committee. The mentoring ACZM Diplomate must be the in-residence supervising the Ph.D. candidate. The clinical experience of the Ph.D. candidate must be under the mentorship of an ACZM Diplomate and meet the facility requirements listed above for captive or free-ranging environments.

4. The staff of the program must minimally include direct training by the supervising ACZM Diplomate and assistance equivalent to an animal health technician.

## **F. ANIMAL EXPERIENCE**

1. The trainee will receive a broad range of experience with a variety of species, depending on the nature of the work which becomes necessary during the training period.

2. Programs focused on individual case load should provide the opportunity for the participant to manage a minimum of 400 cases per year. Programs focused on population medicine should provide the opportunity for the participant to be integrally involved in managing different problems in at least eight different populations per year.

3. Programs focused on training Ph.D. candidates should provide the opportunity for the participant to apply scientific disciplines to the broad field of Zoological Medicine and must include some exposure to clinical medicine.

## **G. CONSULTATION**

1. The trainee will work closely with the supervisor of the program (ACZM Diplomate mentor), and will have regular contact with other members of the professional team. The program shall include multiple veterinary and other faculty members.

## **H. STUDY AND EDUCATION**

### **1. Formal Course Work**

a. It is strongly recommended that the trainee take at least two post-graduate courses in professionally-related subjects during the training period (e.g., anesthesia, intensive care, pathology, nutrition, theriogenology, clinical pathology, aquaculture, animal behavior, statistics, and epidemiology). It is recognized that not all programs will be able to offer a formal academic component in cooperation with a college of veterinary medicine, but appropriate course work may be available through a medical school or local university. Programs focused on training Ph.D. candidates must require completion of the Ph.D. with a dissertation applicable to the field of Zoological Medicine.

### **2. Independent Study**

a. The trainee must have ready access to a library (either physical or on-line)

b. Which includes appropriate current texts and journals covering subjects such as: veterinary medicine, zoological medicine, zoology, and wildlife disease and management.

c. At least five (5) hours per week will be designated for appropriate reading, study, and organization of files by the trainee.

### **3. Other Requirements**

a. A final general examination, oral and/or written, or defense of a dissertation, may be included in the requirements for completion of the training program.

## **I. SELF-EVALUATION OF THE PROGRAM**

1. The supervising ACZM Diplomates, in conjunction with the administration of the institution, will develop a self-evaluation of the offered program using these guidelines as reference. The self-evaluation will be made available to the ACZM Training Program Committee for consideration, following the process to determine compliance as outlined by the ACZM.

2. The training program should be considered compliant in advance by the ACZM Training Program Committee before any candidate begins training in that program. The ACZM Diplomate supervisor of an ACZM compliant training program will be responsible to notify ACZM when each new program begins, providing the name of the accepted applicant, and briefly describing the program and specifically noting any changes to personnel, facilities, objectives/time frame, etc. compared with the previously approved program. The supervisor should also inform the ACZM Training Program Committee chairperson of any changes in a program that would affect interpretation of compliance with any of the required components of an ACZM compliant training program in zoological medicine.

3. A contingency plan for program supervision must be included in the self-evaluation submitted for approval every five (5) years.

## **J. COMPLIANT TRAINING PROGRAM REVIEW**

1. The Chairperson of the Training Program Committee will send a letter annually to residency program supervisors asking for significant changes in the residency training program and to name the current resident(s).

2. Every five (5) years, program supervisors will be asked to resubmit their training programs for re-approval of compliant status to the Chairperson of the Training Program Committee. Any training program which fails to submit a five (5) year self-evaluation of the training program will be considered delinquent one year after the due date of the five (5) year evaluation. Participants who begin study in a delinquent program will not be considered enrolled in an ACZM compliant residency program.

# **AMERICAN COLLEGE OF ZOOLOGICAL MEDICINE REVIEW OF COMPLIANT TRAINING PROGRAMS**

**October 2016**

**(As outlined in ABVS Policies and Procedures, with modifications)**

**(Previous revisions 2010, 2013)**

## **A. APPLICATION SUBMISSION**

1. The ACZM Diplomate mentors or supervisors of the training program or the administrator of the institution will send four (4) copies of a written or electronic report of self-evaluation of the training program, as outlined in Appendix IV, to the Chairperson of the Training Program Committee. This report will include a description of the program, hosting facility, and primary program manager. It should state the objectives of the training program and describe how the program meets those objectives and the standards established by the ACZM. A copy of the self-evaluation will be forwarded to each member of the ACZM Training Program Committee.

## **B. APPLICATION REVIEW**

1. The members of the Training Program Committee appointed by ACZM will review the self-evaluation report. Each member of the Committee will report, in writing, to the Chairperson of the Committee, any deficiencies found in the report.

2. The Chairperson of the Training Program Committee will write to the ACZM Diplomate supervisor of the training program, or the administration of the institution if appropriate, requesting amplification of any points which are unclear and further information on any apparent deficiencies.

3. For programs based in veterinary schools, if deemed necessary by the Chairperson, the Committee will formulate a list of not more than ten (10) questions concerning the training program, to be answered by the AVMA Council on Education (COE) after its next site visit to the college. The Council will report its findings in writing to the Committee.

4. In special cases (e.g., new training programs, appeal of disapproval, or re-evaluation of probationary status), participating zoological/wildlife institutions or colleges of veterinary medicine cooperating with ACZM and the AVMA Council on Education may arrange for a site visit by member(s) of ACZM. The findings of any such site visit will be reported in writing to the Committee Chairperson.

### **C. PROGRAM STATUS**

1. The Committee for Training Program Compliance will meet and consider all the available information about the training program, and develop a recommendation for action by ACZM.
2. ACZM will designate the training program as compliant or non-compliant. Programs may be suspended due to temporary failure to meet ACZM training program guidelines. The ACZM will notify affected parties, including the administration of the program, and the current resident or trainee, of any change in status of a training program.
3. When significant changes have been made in an ACZM compliant residency training program, it will be necessary to submit a new self-evaluation for review by the ACZM Committee. This should be done as quickly as possible to avoid discrediting the incumbent resident(s).