

ACPV Training Program Review 2019- 2020

ACPV Training Program Review Committee:

Dr. Donna Kelly - Chair

Dr. Rodrigo Gallardo

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Updated Items for this Year:

1. Nine existing programs were reviewed.
2. No applications for new programs were received.
3. A request for change in program for Purdue University was received and reviewed.
4. A request for guidance was received from the Pennsylvania State University regarding their program.
5. Define Adjunct Faculty and the time commitment necessary to an ACPV approved training program with credentials/experience in poultry medicine.

1. Review of Programs

The Committee was charged with reviewing the following programs:

1. Mississippi State University
2. North Carolina State University
3. Ohio State University
4. University of Georgia - MAM
5. University of Georgia - MAHM
6. University of Georgia – Pathology Residency with Poultry Focus
7. University of California – Davis/Tulare/Turlock
8. Purdue University
9. Pennsylvania State University

Mississippi State University Poultry Research & Diagnostic Laboratory (MSU- PRDL)

The program is a two-year, Masters of Veterinary Science-Poultry Specialty degree with a mission to provide students with a high quality program of study, practical experience, and applied research that leads to an advanced degree which ultimately allows them to make substantial and sustained contributions to the field of poultry medicine. Dr. Martha Pulido-Landinez is the primary program contact. There are 3 other ACPV Diplomate faculty members namely: Drs. Danny Magee, Alejandro Banda and Natalie Armour. There are 5 ACPV adjunct faculty members. Two students are currently enrolled in the program. One student completed the program in 2019. One student sat for the ACPV exams and passed two of three sections. **The program is active.**

North Carolina State University

The program is a 24-month residency which provides post-veterinary training in the identification and control of factors impacting poultry health, welfare, and production. Dr. Rocio Crespo is the primary

program contact. Other faculty members include: Dr. H. John Barnes (Emeritus), Dr. Luke Borst, Dr. Oscar Fletcher (Emeritus) and Dr. Isabel Gimeno. There are two students currently enrolled in the program. One student graduated from the program in 2019. One student took the ACPV exam last year and successfully passed all sections. **The program is active.**

Ohio State University

The Ohio State University Poultry Health Program is affiliated with the Department of Veterinary Preventive Medicine, College of Veterinary Medicine. The OSU program is not a formal or traditional poultry training program. Individuals in the program are usually Masters or Ph.D. candidates with poultry-specific areas of research, while the poultry veterinary training allows these candidates a better perspective of the poultry industry as a whole. Faculty members work with these candidates in both their graduate work as well as with other clinical experiences. There is currently one resident faculty, who is a member of the ACPV, Dr. Mo Saif (professor emeritus). Dr. Saif is now the program contact and advisor. Dr. Geoffrey Lossie is no longer with the program. Dr. George Girgis has adjunct faculty status and engages students with their field experience. There are 6 students currently enrolled in the program. For 2019, there were 2 graduates from the program, however no graduates took the ACPV exams for 2019. **The program is reporting as active.**

We recommend inactive status until another resident faculty advisor who is a Diplomate of ACPV is hired. For 2021, it is recommended that all program parameters be resubmitted to check future plans to see if they are in compliance with ACPV Training Programs and determine if this nontraditional path is sufficient to qualify candidates for the exam and provide them with a structured experience.

University of Georgia – Masters of Avian Medicine

The program is an 18-month non-thesis Masters of Avian Medicine (MAM). Dr. Karen Grogan is the program coordinator and the primary contact person. There are 6 students currently enrolled in the program. Three students finished the program in 2018 and three students in 2019. The 3 students from 2018 sat for the exam in 2019. One successfully passed all three sections. The other 2 graduates passed 2/3 sections. Other resident ACPV faculty are: Drs. Jenny Nicholds, Eric Shepherd, Monique Franca, and Susan Williams. There are 7 other ACPV Emeritus or Adjunct faculty listed in the program. **Program is active.**

University of Georgia - Master of Avian Health and Medicine (Online Degree)

The three-year program offers a Masters of Avian Health and Medicine. This is an online program that provides educational opportunities in poultry medicine. A total of 7 students are currently enrolled. There were 8 graduates in 2019. Three of the eight graduates sat for the ACPV exams in 2019 and one passed all sections. Dr. Karen Grogan is the program coordinator and primary contact. Resident faculty members include; Drs. Jenny Nicholds, Eric Shepherd, Monique Franca, Naola Ferguson-Noel, David French, and Stan Kleven (Emeritus). **The program is active.**

University of Georgia - Combined Ph.D./Anatomic Pathology Residency Program with Emphasis on Poultry

The program is officially designated as the Combined Ph.D. and Anatomic Pathology Residency Program with Poultry Emphasis administered by the Poultry Diagnostic and Research Center,

University of Georgia. It is affiliated with the Department of Population Health and the Department of Pathology, College of Veterinary Medicine, University of Georgia. The mission of this program is to provide an educational opportunity for veterinarians to participate in a dual residency program of poultry and mammalian pathology that would qualify them for taking the respective board certification examinations. This is a 5-year program designed to educate a veterinarian in veterinary anatomic pathology, veterinary diagnostics and avian virology. The goal is for the graduate to obtain a Ph.D. degree in veterinary pathology and to become boarded by the American College of Veterinary Pathologists and by the American College of Poultry Veterinarians. The program was approved by ACPV in 2019. Case-based learning is supplemented with several courses related to poultry medicine, pathology and diagnostics. These courses are taught at the Poultry Diagnostic and Research Center, Department of Population Health. Resident faculty will include ACPV Diplomates Dr. Susan Williams, Dr. Monique Franca (DACPV, DACVP), Dr. Karen Grogan, and Dr. Jenny Nicholds. There is one active resident. There were n graduates this year. **The program is active.**

University of California- Davis

The CAHFS-Turlock Poultry Medicine residency is a two-year residency program that provides in-depth education and training to veterinarians in the field of avian diagnostics and poultry medicine. It is located at the CA Animal Health & Food Safety Laboratory-Turlock Branch. There are 3 resident faculty who are members of the ACPV. The primary program contact person is Dr. Simone Stoute. The other faculty members are Dr. H.L. Shivaprasad and Dr. Rodrigo Gallardo. Dr. Carmen Jerry was hired as an avian pathologist/diagnostician and will assist residents with histopathology training and diagnostics. One student is currently enrolled in the program. One graduate sat and successfully passed all sections of the ACPV Boards. **The program is active.**

Purdue University

The program offers a residency in Poultry Diagnostic Medicine, operating out of the Animal Disease Diagnostic Laboratory. The primary goals of the program are to give the resident adequate training in poultry practice in order to take the American College of Poultry Veterinarians board exam and to acquire an entry-level position in the poultry industry upon completion of the program. Dr. Pat Wakenell has retired. Dr. Geoffrey Lossie is the new program director as well as the primary contact. Dr. Willie Reed and Dr. Nobuko Wakamatsu Utsuki are the other resident faculty members. Drs. Eric Gingerich and Yuko Sato are affiliated faculty members. Two students are currently enrolled in the program. The program had one graduate in 2019 and no candidates sat for the ACPV Boards in 2019. **The program is active. The Program has request a change, dropping the anatomic pathology residency component and focusing only on poultry training. The Committee supports this change. See item #2.**

Pennsylvania State University

The two-year program is a Residency in Avian Medicine and Pathology. The training program operates from the Animal Diagnostic Laboratory (ADL) at Pennsylvania State University. The mission is to train veterinarians to become specialists in avian medicine. Dr. Eva Wallner-Pendleton is the primary program contact. Dr. Patricia Dunn is the other resident faculty. Dr. Robert Owen is adjunct faculty. There is one student currently enrolled in the program. In 2019, there were no graduates and none sat

for ACPV Boards from the program. Dr. Megan Lighty was hired in 2020. There are now 3 ACPV resident faculty. **The program is active.**

Summary of Review of Training Programs:

1. Mississippi State University	Recommend approval
2. North Carolina State University	Recommend approval
3. Ohio State University	Recommend inactive status
4. University of Georgia	Recommend approval
5. University of Georgia MAHM	Recommend approval
6. University of Georgia Ph.D. Pathology/Poultry	Recommend approval
7. University of California –Davis/Tulare/Turlock	Recommend approval
8. Purdue University	Recommend approval
9. Pennsylvania State University	Recommend approval

2. Request from Purdue University to the Board of Directors to decrease the duration of the residency program from 3 years to 2 years.

The request for reduction in duration is due to the fact that the program is trying to produce a dual boarded resident. The original plan was to have the resident qualified to sit for the ACPV exam and the ACVP exam upon completion. The school and program coordinator feel that this is not feasible and would like to convert the program to training only an ACPV candidate by dropping the anatomic pathology residency training. The ACPV Training Programs Review Committee supports their request for duration reduction and change to solely ACPV training.

3. Request from Pennsylvania State University to the Training Programs Review Committee for guidance on their program.

The request was made prior to the SARS-CoV-II Pandemic. The program's situation has been very fluid over the past several months. The major concern is that there will be retirements coming and uncertainty in regard to meeting the requirements for faculty and funding. Their first resident will graduate in 2020. There is no incoming resident for the 2020-2022 training period. Currently with the retirement of one faculty member, their program still meets the faculty requirements. The University has committed to 50% funding for a new resident. They are pending approval for the 50% industry financial contribution. The Committee recommended that they remain active, and re-evaluate the status in 2021 to determine if requirements will be met.

4. Part II of 2019 Tasks related to Adjunct Faculty and Affiliated Diplomates

- A. 2019 Board of Governors resolution to the question of the (loosely defined) requirement to have at least 3 resident or affiliated faculty members who are Diplomates of the American College of Poultry Veterinarians with credentials/experience in poultry medicine.
 - a. There should be at least two ACPV Diplomate resident faculty members.
 - b. Interaction requirements in terms of time spent with students as well as other quantifiable academic parameters such as case study submission or field projects should be required for a Diplomate to be given an adjunct faculty designation. These requirements should be defined, in writing.

- c. The above requirements will be subject to review on a yearly basis by the ACPV Training Program Review committee.
- B. A survey was conducted to assess Affiliated Diplomates and Adjunct Faculty requirements and the extent of usage in the training programs.
- C. Survey Summary
 - 1. 5/9 submitted written responses
 - 2. 2/9 discussed the usage via email or phone
 - 3. Total response: 7/9 or 78%
 - 4. **Adjunct Faculty** participate in 6/7 or 86% programs surveyed.
 - a. Contract terms vary
 - 1. 3 years renewable
 - 2. 3 years nonrenewable
 - 3. 5 years renewable
 - b. On-campus requirement is at least once a year.
 - c. Participation requirement per year varies.
 - 1. Only one requirement activity for appointment
 - 2. One or more requirement activities for appointment
 - 3. Additional activities based on "Departmental Determination" as written in appointment contract
 - d. Requirement activities for contract
 - 1. Lecture once or more per year
 - 2. Research project
 - 3. Serve on academic committee for student
 - 4. Other activity, one per year determined by Department
 - 5. Other Departmental designated, special activities
 - e. Designated duties in the program
 - 1. Didactic teaching
 - 2. Case report submission/discussion
 - 3. Field training
 - 4. Examination/promotion committee
 - 5. Applied research project
 - 6. Mentorship
 - 5. **Affiliated Diplomates** participate in 7/7 or 100% of programs surveyed
 - a. One program surveyed only uses Affiliated Diplomates to support their training outside of the faculty advisors.
 - b. Designated duties in the program
 - 1. Didactic teaching
 - 2. Case report submission/discussion
 - 3. Field training
 - 4. Applied research project
 - 5. Rotation/externship coordinator
 - 6. Examination/promotion committee
 - 7. Mentorship
 - c. May be required to be a graduate of the program

- d. Fulfill “Subject Matter Expert” criteria
- e. Locality to program
- 6. Use of **Subject Matter Experts that are NOT Diplomates**
 - a. All programs utilize Subject Matter Experts
 - 1. Farm Managers/Flock Supervisors
 - 2. PhD in poultry related field
 - a. May or may not have faculty/staff status at the program’s university/college
 - 3. Non-Diplomate poultry veterinarian
 - 4. Allied industry personnel
 - b. Considered “Poultry Health Experts”
 - c. Designated duties in the program
 - 1. Lecture
 - 2. Case report submission/discussion
 - 3. Support research projects
 - 4. Clinical diagnostics
 - 5. Field investigations
 - 6. Bird management training
 - 7. Host externships/rotations in a specific area
 - 8. Mentor
- 7. Time commitment to the student was the major difference (per year)
 - 1. Subject Matter Experts teaching 1 to 6 hours
 - 2. Affiliated Diplomates may have students in externship/rotation for 2-4 weeks duration.
 - 3. Affiliated Diplomates may have field investigations, 4-8 hours at a time, weekly or monthly basis.
 - 4. Adjunct Faculty vary
 - a. Longest student contact was 112 days/year (43% of 2 year program). This program aims for 50% participation.
 - b. Parallel time commitment of the Affiliated Diplomates
 - c. May be more student contact time
 - d. Some programs, the Affiliated Diplomates have more time with students
- D. There are many people helping to train future ACPV Diplomates.
- E. Time involved with students varies due to type of trainer, expertise and the duty they are performing.

The Committee’s concern is with how to define “adjunct faculty” based on time participating in the training program with the student. Is someone who sees a student once a month (24 days/520 day residency program = 4.6% of the program versus 24 hours/4,160 = 0.6%) sufficient to be considered a faculty member versus a rotation coordinator or guest lecturer? The next highest hour contribution provided was 124 hours/4,160; which is 3%. We feel that there should be a larger time commitment to the program if the trainer is considered Adjunct Faculty. We also need to take into consideration that every college/university has a unique requirement for adjunct faculty classification. Some of these have minimal requirements. Some have extra duties dependent upon departmental approval. Most of all, the position of Adjunct Faculty is contractual. We feel that interference in a college/university’s

contractual process is out of the scope of this committee due to the large variance in definition and requirements for a contract.

With the decision to require 2 resident faculty advisors for a program, 2 programs have been able to remain active, however this creates an issue when personnel changes occur, such as retirement, job change, long-term illness, and others. The continuity of the program may be effected should this occur when a student is working upon completion of their program. Adjunct faculty that have a significant time commitment to a program lend support during this time. However, programs with multiple adjunct faculty, who may only be minimally contributing to a program, may not be sufficient to support a program when weighed against a loss of a faculty advisor. The usage of multiple other specialists also creates a problem when the program relies on school faculty, who are considered as "Subject Matter Experts/Poultry Health Experts." This leaves the program with a controlling factor that may not be completely familiar with ACPV, the requirements needed for successful exam credentialing and successful pass rates and the practice of poultry medicine.

The TPRC recognizes the diverse educational opportunities that these specialists bring to the programs and the resulting enhancement of the students' experience. Their mentorship is invaluable. The networking this diversity provides helps the student transition into the industry. We are appreciative of their commitment to training the next generation of poultry veterinarians.

The TPRC recommends that the total time commitment of all adjunct faculty and affiliated Diplomates involved in a training program be 40% of the residency educational term. Non-Diplomate Subject Matter Experts/Poultry Health Experts are encouraged to remain a part of the program but cannot be contributing in a major advisory role. The program should have written interaction requirements in terms of actual time spent in clinical/field work, research/applied projects, lecture, case studies and academic support for each person involved with the training program.

For your consideration.

Donna Kelly, Chair
ACPV Training Program Review Committee