

Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 1: Clinical Reasoning and Decision-Making

The graduate demonstrates critical thinking and problem solving to arrive at evidence-based decisions that consider animal and client needs, available resources, and social context.

Competencies	Sub-competencies
1.1 Acquires and interprets relevant information about patients	1.1.1 Elicits and accurately interprets a complete and targeted history 1.1.2 Accurately interprets a complete and targeted physical examination 1.1.3 Recommends and accurately interprets appropriate imaging studies 1.1.4 Recommends and accurately interprets appropriate diagnostic laboratory testing
1.2 Synthesizes and prioritizes problems to arrive at a working diagnosis	1.2.1 Applies basic science principles and knowledge in the context of clinical reasoning 1.2.2 Synthesizes clinical information and identifies patterns and links to develop a prioritized problem list 1.2.3 Develops a prioritized differential diagnosis list 1.2.4 Formulates a working diagnosis based on all available information
1.3 Creates and adjusts a prioritized diagnostic and treatment plan based on all available information	1.3.1 Develops an evidence-based plan for medical therapy based on all available information and basic scientific principles 1.3.2 Develops an evidence-based plan for surgical treatment and anesthesia based on all available information and basic scientific principles 1.3.3 Incorporates animal welfare into the management plan 1.3.4 Incorporates client considerations into management plan 1.3.5 Adjusts problem list, differential diagnosis list, and management plan based on acquired information and patient response
1.4 Practices situational awareness, allocates resources, and adjusts the clinical approach according to level of urgency	1.4.1 Triage cases to address most urgent problems first 1.4.2 Recognizes emergent situation and directs action 1.4.3 Recognizes and responds to reportable, transboundary, epizootic and emerging/re-emerging diseases
1.5 Recognizes limitations of reasoning, knowledge, skills and resources, and adapts or seeks help as needed	1.5.1 Reflects on clinical reasoning process to identify cognitive errors due to knowledge gaps, situational factors, or bias 1.5.2 Demonstrates analytical clinical reasoning to validate a non-analytical clinical assumption 1.5.3 Extrapolates knowledge to novel species or situations 1.5.4 Adjusts existing protocol or procedure when standard measures are unavailable 1.5.5 Assesses the complexity of a clinical case and researches, consults, or refers when warranted



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 2: Individual Animal Care and Management

The graduate promotes patient health by providing preventive, diagnostic, medical, and surgical care appropriate to the context and life stage.

Competencies	Sub-competencies
<p>2.1 Performs core veterinary procedures and post-procedural care</p>	<p>2.1.1 Performs safe and effective animal restraint</p> <p>2.1.2 Performs comprehensive and focused physical examination of major species</p> <p>2.1.3 Performs core diagnostic procedures</p> <p>2.1.4 Performs core emergency procedures</p> <p>2.1.5 Performs core anesthesia procedures</p> <p>2.1.6 Performs core surgical procedures</p> <p>2.1.7 Performs core dental procedures</p> <p>2.1.8 Performs core therapeutic medical procedures</p> <p>2.1.9 Performs euthanasia</p> <p>2.1.10 Monitors patient, manages patient comfort, and provides ongoing nursing care</p> <p>2.1.11 Recognizes and manages pain appropriately</p>
<p>2.2 Provides comprehensive wellness and preventive care</p>	<p>2.2.1 Formulates a nutrition plan appropriate to life stage and health status</p> <p>2.2.2 Educates client on prevention and management of common behavioral problems</p> <p>2.2.3 Implements evidence-based vaccine protocols</p> <p>2.2.4 Recommends and performs preventive dentistry</p> <p>2.2.5 Screens for and manages infectious diseases and parasites</p> <p>2.2.6 Counsels client about husbandry and welfare needs</p>



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 3: Animal Population Care and Management

The graduate designs and implements programs in disease prevention and control to improve the health, welfare, and productivity of animal populations.

Competencies	Sub-competencies
<p>3.1 Evaluates risks and applies population management principles to promote animal health</p>	<p>3.1.1 Assesses types of animal populations, corresponding management strategies, and challenges</p> <p>3.1.2 Utilizes appropriate data to evaluate and optimize the health and reproductive status of a population</p> <p>3.1.3 Evaluates and advises on facility design and management to optimize the health and productivity of a population</p> <p>3.1.4 Promotes sustainability through data-informed decisions</p> <p>3.1.5 Recommends genetic improvements based on population data</p> <p>3.1.6 Evaluates and makes recommendations to improve the nutritional status and nutrition program of a population</p>
<p>3.2 Formulates and evaluates protocols for biosecurity and disease management</p>	<p>3.2.1 Recognizes and manages endemic disease within a population</p> <p>3.2.2 Assesses biosecurity risk to prevent importation of infectious organisms into a population and transmission within a population</p> <p>3.2.3 Proposes steps to prevent disease outbreaks at the population level</p> <p>3.2.4 Identifies and responds to disease outbreaks at the population level</p>
<p>3.3 Evaluates and advises on practices that promote animal welfare</p>	<p>3.3.1 Analyzes patterns of health and behavior at the population level to deduce the status of a population's welfare</p> <p>3.3.2 Advocates animal handling, transport, slaughter, husbandry and environmental practices that optimize animal welfare</p> <p>3.3.3 Assesses the risks and benefits of genetic improvement and modification on animal welfare</p> <p>3.3.4 Assesses the impact of elective procedures and interventions on animal welfare</p> <p>3.3.5 Counsels clients regarding the physical, affective and natural needs of the animal</p>
<p>3.4 Considers the economics associated with management of a population</p>	<p>3.4.1 Appraises the impact of disease on the economics of an animal production system or other animal populations</p> <p>3.4.2 Appraises the impact of facility or population management on the economics of an animal production system or other animal populations</p>



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 4: Veterinary Public Health

The graduate responds to issues at the interface of animals, humans, and the environment, utilizing a global perspective and sensitivity to local cultures.

Competencies	Sub-competencies
4.1 Recognizes zoonotic disease potential, and implements control measures	4.1.1 Identifies the clinical signs, clinical course, mechanisms of transmission, and pathogens associated with zoonotic diseases 4.1.2 Implements strategies to minimize the risks posed to humans by zoonotic pathogens
4.2 Promotes the health of animals, people, and the environment	4.2.1 Applies knowledge of common foodborne pathogens and feed contaminants to promote and maintain a safe food supply 4.2.2 Identifies and reports notifiable and reportable diseases and conditions 4.2.3 Contributes to public health investigations consistent with and appropriate to professional role 4.2.4 Practices responsible use of antimicrobial agents 4.2.5 Participates in interdisciplinary efforts to safeguard human, environmental, and animal health to demonstrate the veterinary role in the One Health Triad



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 5: Communication

The graduate communicates clearly and effectively with diverse audiences.

Competencies	Sub-competencies
<p>5.1 Communicates effectively to establish and nurture relationships</p>	<p>5.1.1 Optimizes the physical environment for client and patient comfort, dignity, privacy, engagement, and safety</p> <p>5.1.2 Responds appropriately using critical verbal and non-verbal communication techniques</p> <p>5.1.3 Communicates with transparency, empathy, respect, and compassion to build rapport</p> <p>5.1.4 Effectively manages disagreements and emotionally-charged conversations</p>
<p>5.2 Elicits and shares information to efficiently manage the flow of a professional encounter</p>	<p>5.2.1 Structures and manages the flow of an entire professional encounter</p> <p>5.2.2 Elicits client goals, expectations, perspectives, and constraints, considering the human-animal bond</p> <p>5.2.3 Communicates information in a manner appropriate to the recipient's knowledge, experience, and preference</p>
<p>5.3 Prepares presentations and documentation appropriate for the intended purpose and audience</p>	<p>5.3.1 Demonstrates strong oral and written communication skills for both professional and lay audiences</p> <p>5.3.2 Documents clinical encounters in an accurate, complete, and timely manner, in compliance with regulatory and legal requirements</p>



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 6: Collaboration

The graduate works collaboratively in leadership and support roles to achieve shared goals.

Competencies	Sub-competencies
6.1 Practices key characteristics of effective leadership	6.1.1 Sets clear expectations for team and individual team member performance and behavior 6.1.2 Critically evaluates and responds to challenges facing team success 6.1.3 Promotes collaboration by empowering all team members 6.1.4 Considers team input, acts decisively to resolve issues, and reflects on decision outcomes
6.2 Demonstrates skills and behaviors to foster effective teamwork	6.2.1 Fosters and exemplifies an environment of civility, respect, and engagement in the workplace 6.2.2 Solicits, respects and integrates contributions from others 6.2.3 Maintains ongoing relationships, through challenge and conflict, to provide continuity of collaborative effort 6.2.4 Provides and responds appropriately to constructive feedback
6.3 Practices inclusivity and promotes diversity	6.3.1 Demonstrates sensitivity to diverse populations and interacts without discrimination 6.3.2 Acts to reduce the potential for conscious and unconscious bias



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 7: Professionalism

The graduate commits to a professional identity that supports a veterinarian’s responsibility to patients, self, profession, and society.

Competencies	Sub-competencies
7.1 Adopts an ethical approach to meeting professional obligations	7.1.1 Applies an ethical approach to professional decision-making 7.1.2 Recognizes animal abuse and understands how to document and report it 7.1.3 Recognizes, resolves, and avoids conflicts of interest 7.1.4 Adheres to ethical standards when advocating for animals
7.2 Practices time management	7.2.1 Prioritizes and completes tasks according to importance and urgency 7.2.2 Completes tasks efficiently and effectively, balancing competing demands
7.3 Attends to the well-being of self and others	7.3.1 Upholds core human values including compassion, integrity, responsibility and patience 7.3.2 Recognizes the contributors to wellness, and the importance of wellness to personal and professional success 7.3.3 Develops and demonstrates resilience to change, stress, and workplace challenges
7.4 Upholds professional standards to meet societal needs and expectations	7.4.1 Understands the role of allied professional organizations 7.4.2 Recognizes the opportunities available to improve public policy through legislation and outreach 7.4.3 Exhibits self-confidence and professional behavior when interacting with others



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 8: Financial and Organizational Management

The graduate demonstrates personal and professional financial literacy and contributes to sustainable and productive organizations.

Competency	Sub-competencies
8.1 Applies sound financial principles to personal and professional life	8.1.1 Negotiates agreements and contracts to ensure fair outcomes 8.1.2 Develops and follows a budget for self, unit, organization, or business 8.1.3 Develops a plan to effectively manage debt 8.1.4 Analyzes financial implications when making operational decisions
8.2 Delivers veterinary services compliant with legal and regulatory requirements	8.2.1 Develops and maintains the veterinarian-client-patient relationship 8.2.2 Understands and complies with local and federal laws and regulations 8.2.3 Demonstrates an understanding of the role of federal regulatory oversight agencies to veterinary medicine
8.3 Advocates for health and safety of patients, clients and members of the team within the workplace	8.3.1 Identifies and complies with veterinary workplace guidelines, regulations, and responsibilities 8.3.2 Promotes safe handling, use and disposal of veterinary products
8.4 Utilizes business methodologies, tools, and other resources to create, monitor, and manage financial performance	8.4.1 Tracks the performance of a unit, organization, or business 8.4.2 Evaluates data and outcomes to actively manage the performance of a unit, organization, or business
8.5 Creates and/or contributes to operations that strengthen the organization	8.5.1 Utilizes operational goals to implement standard operating procedures and quality and performance improvement programs 8.5.2 Contributes to sales, marketing, and outreach efforts to support the unit, organization, or business enterprise 8.5.3 Embraces and adapts to changes in emerging technologies and service models



Cornell University College of Veterinary Medicine Competency Framework

DOMAIN 9: Evidence-Based Practices

The graduate demonstrates a lifelong commitment to excellence through evidence-based practices and continuous learning.

Competency	Sub-competencies
9.1 Effectively seeks, evaluates, and applies information to resolve professional challenges	9.1.1 Recognizes when information is needed and constructs a focused scientific, clinical, economic, ethical, legal, or career-related question 9.1.2 Efficiently locates the most relevant sources of information 9.1.3 Systematically and critically evaluates information for accuracy, reliability, validity, and applicability 9.1.4 Effectively applies information to resolve a problem or answer a question
9.2 Pursues ongoing improvement of professional activities through reflection and self-directed learning	9.2.1 Reflects on performance using internal and external sources of feedback to identify opportunities for improvement 9.2.2 Reflects on clinical outcomes to identify opportunities for learning 9.2.3 Engages in continuing education and professional development to meet learning needs

