FOLLOW YOUR DREAM

CAMPUS ADDRESS:
West Farm-Main Street
PO Box 334, Basseterre
St. Kitts, West Indies
Phone: +1-869-465-4161
www.veterinary.rossu.edu

OFFICE OF STUDENT FINANCE:
3005 Highland Parkway, 4th Floor
Downers Grove, IL 60515
Phone: +1-732-509-3051
finaid@rossu.edu

COMPLETE APPLICATION ONLINE:
http://veterinary.rossu.edu/landing/application.html

SEND SUPPORTING DOCUMENTATION TO:
Ross University School of Veterinary Medicine
Office of Admissions
630 US Highway 1
North Brunswick, NJ 08902
Phone: +1-855-ROSS-VET
Fax: +1-732-509-4803
Email: admissions@rossu.edu

DISCLAIMER:
All information in this catalog, including statements regarding tuition and fees, curriculum, course offerings, admissions and graduation requirements, is subject to change at any time and is applicable to all enrolled students unless otherwise stated.

For the most up-to-date version of this catalog, visit www.veterinary.rossu.edu.

Date of Issue: September 2019

Ross University School of Veterinary Medicine (RUSVM) provides an environment free of unlawful harassment or discrimination based upon race, creed, color, religion, national origin, sex, age, disability, marital status and sexual orientation, gender identity or expression, citizenship status, other category protected by applicable law. RUSVM complies with all applicable laws regarding discrimination, harassment, retaliation and equal opportunity in administration of its educational programs and other RUSVM-administered policies, or employment policies.
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RUSVM AT A GLANCE

YEAR FOUNDED: 1982

LOCATIONS:
St. Kitts: Main campus; Pre-clinical Doctor in Veterinary Medicine (DVM) program and postgraduate programs

AFFILIATED SCHOOLS:
DVM clinical training occurs at one of the more than 30 RUSVM affiliated American Veterinary Medical Association (AVMA)-accredited schools of veterinary medicine in the United States, Canada, Australia, UK, New Zealand, and Ireland.

FACILITIES:
Pre-clinical DVM training and postgraduate programs are conducted at RUSVM’s main campus in St. Kitts. Built on a multi-level site, the 50-acre campus features high-tech classrooms, highly developed small and large animal surgery suites, and a hands-on gross anatomy lab equipped with progressive multimedia technology, closed-circuit cameras, and display monitors.

CAMPUS FACILITIES INCLUDE:
• Large Animal Teaching Facility
• Two Surgery Teaching Laboratories
• Large Animal Hospital with recovery stalls
• Large Animal Diagnostics/Techniques Room
• Student study spaces, conference rooms, offices
• Extensive large animal paddock and kennels, with more than 350 animals
• Approximately 20-acres of pasture land
• Two large classrooms, seating approximately 180 students each
• Two auditoriums, seating approximately 150 students each
• Diagnostic Imaging and Pathology labs
• Clinical Skills Laboratory
• Multi-disciplinary Laboratory
• Interactive small group study rooms
• Necropsy facility
• Museum of Anatomical Specimens
• Veterinary Clinic
• Learning Resource Center with Library, Exam Center and 24-hour Reading Room
• Research Laboratory
• Simulated Veterinary Examination Rooms, reception areas with technology and video equipment for communication and problem-based learning capabilities

FACULTY MEMBERS:
Approximately 70-member faculty; the majority hold Doctor of Veterinary Medicine (DVM) and/or PhD credentials and many are board-certified in one or more clinical specialties.
DEGREE PROGRAMS:

DOCTOR OF VETERINARY MEDICINE:

**Pre-clinical Curriculum:** Seven semesters (28 months) on the St. Kitts campus, emphasizing practical, hands-on experience that includes exposure to clinical patients and surgery.

**Clinical Training Curriculum:** Three academic semesters (45 weeks) in the U.S., Canada or international location at an accredited veterinary school affiliated with RUSVM.

**Licensing:** RUSVM graduates are eligible to practice in all 50 US states, Canada and Puerto Rico upon successful completion of the North American Veterinary Licensing Examination® (NAVLE).

**Enrollment:** More than 1,550 students; 95% are from the US or Canada.

**Graduates:** More than 5,500 alumni.

POSTGRADUATE STUDIES:

**Master of Science by Coursework in One Health:** Requires 42 credits, obtained through coursework and a project, leading to the submission of a thesis. Students are required to undertake specified core courses amounting to 24 credits.

**Master of Science by Research:** The Master of Science by Research degree program is based on supervised research over a period of one year full-time (3 semesters) or a maximum of 24 months part-time (6 semesters).

**Doctoral (PhD) by Research:** The Doctoral by Research degree is based on supervised research over a period of three years full-time (9 semesters) or a maximum of 72 months part time (18 semesters).

**Waitlist:** Established when the number of students accepted into the DVM program exceeds the number of students who can be adequately accommodated in a class. Waitlisted students are automatically accepted for the following semester. There is no need to reapply.

**Financial Aid:** Accepted and current students enrolled in the DVM program may be eligible for financial assistance programs available through the U.S./Canadian government and private loan programs. RUSVM postgraduate programs are not eligible for U.S. federal loans or financial aid.

**Housing:** First semester DVM students and those in the Veterinary Preparatory (Vet Prep) program have the option to live in on-campus housing. A wide range of housing options are available for all other students within a short distance of the campus.

**Learn More:** Visit our website, [www.veterinary.rossu.edu](http://www.veterinary.rossu.edu), to obtain more information, apply online or learn about the next Information Seminar near you.

**DVM Program:** admissions@rossu.edu or call +1-855-ROSS-VET (855-767-7838)

**Postgraduate Degree Programs:** postgrad@rossvet.edu.kn

For comprehensive consumer information, please visit https://veterinary.rossu.edu/student-consumer-information
Greetings!

You have a passion that has led you to Ross University School of Veterinary Medicine (RUSVM), and we are excited to work with you to cultivate that passion into a successful career.

By becoming a Rossie, you have embarked on a unique journey. Whether that journey goes through our accelerated, AVMA-accredited DVM program, Master of Science (MSc) by coursework in One Health, Master of Science (MSc), or Doctoral (PhD) by Research degree programs, by the time you reach your destination you will be prepared to address the most pressing challenges in human and animal medicine and their links to the environment.

This is the essence of the “One Health” approach; something we as an institution, our team of accomplished teachers and renowned researchers, and our over 5,500 alumni pride ourselves in pioneering throughout the globe.

We are more than just a university for veterinarians, we are a university for those that want to make a difference, and we are excited for you to carry on that tradition so together.

Welcome to the RUSVM family!

Dr. Sean Callanan, PhD, MVB, CertVR, MRCVS, FRCPath, DipIECVP
Dean
Professor of Anatomic Pathology
Ross University School of Veterinary Medicine
ACADEMIC CALENDAR

RUSVM operates on a three-semester calendar year. The DVM Pre-clinical semesters are 15 weeks each, including final exams. The DVM clinical program is a minimum of 45 weeks. The DVM program is a total of 150 weeks. Program hours for the postgraduate degree programs vary by degree. The start date for each semester is the day classes begin. Mandatory orientation for first semester DVM and Veterinary Preparatory (Vet Prep) program students is conducted each semester, during the week before classes begin. There are a total of seven weeks of semester break each calendar year. Traditionally, there are two weeks in the April/May break, two weeks in the August/September break and three weeks in the December/January break. Each semester, RUSVM has a one-day, mid-semester break. Classes held and University Open on Bank Holidays unless otherwise noted.

2019-2020 RUSVM PRECLINICAL ACADEMIC CALENDAR

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## ACADEMIC CALENDAR (CONTINUED)

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<td>Classes Begin</td>
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<tr>
<td>White Coat Ceremony</td>
<td>May 4</td>
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<tr>
<td>Last Day to Drop Without A Grade</td>
<td>May 15</td>
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<td>Commencement</td>
<td>May 15-16</td>
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<td>Placement Ceremony</td>
<td>May 22</td>
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<td>Whit Monday</td>
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<td>Aug 15</td>
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<td>Break (No Classes)</td>
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**RM ACADEMIC CALENDAR**

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<td>April 30</td>
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<td>May 1</td>
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Effective September 2017, the Clinical Term Academic Calendar has been extended to span 52-weeks. These dates will remain constant each academic year.
FOREWORD
Students must be familiar with the policies and procedures of Ross University School of Veterinary Medicine (RUSVM), as stated in this catalog and the RUSVM Student Handbook.

The contents of this catalog represent the most current information available at the time of publication. However, during the period of time covered by this catalog, it is reasonable to expect changes to be made with respect to this information without prior notice. The online version, found at https://veterinary.rossu.edu/media/12201/academiccatalog.pdf, is the most current and accurate representation of RUSVM’s academic catalog. It is updated frequently to give you the most current catalog information, and students are responsible for reviewing the changes.

RUSVM reserves the right to change, modify or alter, without notice, all fees, charges, tuition expenses and costs of any kind. RUSVM further reserves the right to add, modify or delete, without notice, any course offering or information contained in this catalog. Class and exam schedules published each semester will indicate additions or other changes.

Following a student’s entry into the program, the curriculum may undergo modification(s). Students are responsible for degree program requirements in effect at the time of enrollment, plus any changes made during the student’s progress toward completion as long as such changes do not delay graduation.

This catalog is a description of the educational program and activities available at RUSVM. RUSVM makes no claims that enrolling in a particular class or following the course curriculum will produce a specific achievement, employment, qualification for employment, admission to postgraduate degree programs or licensure. It is understood that the ultimate responsibility for complying with degree program requirements rests with the student.

INTRODUCTION
RUSVM offers Doctoral (PhD) and Masters (MSc), and Doctor of Veterinary Medicine (DVM) degree programs. Since our founding in 1982, RUSVM has graduated more than 5,500 veterinarians in the Doctor of Veterinary Medicine degree program. RUSVM maintains a technologically-advanced campus in St. Kitts, part of the Federation of St. Christopher and Nevis in the Caribbean. Our administrative offices are located in Chicago, Illinois.

At our campus, the educational program is built upon a broad-based curriculum that is designed to provide the foundation for an excellent education and entry into a variety of career pathways. Our faculty has outstanding credentials in teaching and research and shares a passion for educating leaders of the public and professional health care teams of tomorrow.
GENERAL INFORMATION (CONTINUED)

MISSION
The Mission of Ross University School of Veterinary Medicine is to provide the best learning environment to prepare students to become members and leaders of the worldwide public and professional healthcare team, advancing human and animal health (One Health) through research and knowledge exchange.

- To provide a relevant and stimulating learning environment to equip veterinary students to become practice- and career-ready graduates
- To embrace diversity and offer students from a wide range of backgrounds the opportunity to follow their chosen career in veterinary medicine
- To serve society through strategic and impactful research into safe food production and control of emerging infectious and zoonotic diseases in developing countries and beyond
- To involve students in the work of our Research Centers, to foster a thirst for knowledge to improve the health and welfare of humans and animals through observation, investigation, and research
- To educate graduate students to become successful contributors to the knowledge economy, through advanced training in areas strategically important to global health

DEGREE PROGRAMS OVERVIEW
VETERINARY PREPARATORY PROGRAM
RUSVM offers a one-semester Veterinary Preparatory (Vet Prep) program for students who may benefit from specific courses to enhance the probability of their success in veterinary school.

DOCTOR OF VETERINARY MEDICINE DEGREE PROGRAM
The Doctor of Veterinary Medicine (DVM) degree program consists of 10 semesters of Pre-clinical and clinical training. The seven-semester Pre-clinical curriculum takes place in St. Kitts and is enhanced by hands-on clinical experience to help students prepare for their final year of clinical training at one of RUSVM’s affiliated veterinary schools in the United States, Canada, Ireland, UK, or Australia. RUSVM is proud to be affiliated with more than 30 AVMA-accredited schools of veterinary medicine.

POSTGRADUATE STUDIES PROGRAM
Within the framework of the postgraduate studies program, RUSVM offers a dual DVM/Masters of Science (MSc) Degree, Master of Science (MSc), Doctoral (PhD) degree programs and Certificate in One Health, global animal health, tropical animal health, conservation medicine, veterinary education research and other research areas supported by RUSVM and its partner institutions.

ACCREDITATION & APPROVALS
RUSVM’s DVM, MSc, and PhD degree programs are accredited by the St. Christopher & Nevis Accreditation Board. The DVM program holds fully accredited status from the American Veterinary Medical Association (AVMA). The Ross University Veterinary Clinic (RUVC) is accredited by the American Animal Hospital Association (AAHA). RUSVM is also accredited by the American Association for Accreditation of Laboratory Animal Care (AAALAC) as a school and the Counselling Center is accredited by the International Association of Counseling Services (IACS).
GENERAL INFORMATION (CONTINUED)

ST. CHRISTOPHER & NEVIS ACCREDITATION BOARD
Ross University School of Veterinary Medicine is accredited by the St. Christopher & Nevis Accreditation Board, Ministry of Education to confer the degree of Doctor of Veterinary Medicine, Doctor of Philosophy (PhD) and Master of Science on its students who successfully complete the course of study. The status of accreditation was renewed following submission of a self-study report and a site visit for a period of five years, effective July 1, 2017.

AMERICAN VETERINARY MEDICAL ASSOCIATION COUNCIL ON EDUCATION
Ross University School of Veterinary Medicine confers a Doctor of Veterinary Medicine (DVM) degree which is accredited by the American Veterinary Medical Association Council on Education (AVMA COE), 1931 N. Meacham Road, Suite 100, Schaumburg, IL 60173, Tel: 800.248.2862. For more information please visit https://www.avma.org/professionaldevelopment/education/accreditation/pages/default.aspx

The AVMA COE uses defined standards to evaluate veterinary medical education programs, including facilities, clinical resources, curriculum, faculty, student outcomes and research programs. The standards are interpreted and applied by the AVMA COE veterinary medical education programs in relation to its mission.

*Please refer to the RUSVM Accreditation Page at https://veterinary.rossu.edu/about/accreditation for more information.

AMERICAN ASSOCIATION FOR ACCREDITATION OF LABORATORY ANIMAL CARE (AAALAC)
AAALAC International is a private, nonprofit organization that promotes the humane treatment of animals in science through voluntary accreditation and assessment programs.

AMERICAN ANIMAL HOSPITAL ASSOCIATION
In January 2019, RUVC was granted re-accreditation by the AAHA for a three-year term. RUSVM’s initial accreditation was granted in July 2010.

INTERNATIONAL ASSOCIATION OF COUNSELING SERVICES (IACS)
The RUSVM Counseling Center received full accreditation in June 2018. Re-accreditation takes place every two years.

U.S. STATE-LEVEL RECOGNITION
Iowa: RUSVM’s DVM program is registered by the Iowa Student Aid Commission located at 475 SW 5th St., Suite D, Des Moines IA 50309.

RESEARCH
At the core of RUSVM’s mission is our commitment to research. RUSVM is located on the island of St. Kitts in the Eastern Caribbean, a region rich in contrasting ecosystems and socio-economic situations, One Health issues, and close animal-human interactions. The location provides the ideal backdrop for conducting surveys and research programs of strategic importance to the developing world. Tropical countries are particularly vulnerable to emerging and re-emerging infectious agents due to geographic position, increased international travel, drug resistance and climatic and environmental changes.

RUSVM faculty members participate in research projects totaling more than $1.6 million from grant-awarding bodies, industry, corporates and governments, and during the period 2014-2019, have authored more than 550 scientific papers. Our research team comprises faculty from across the globe—many with experience at international institutes and agencies including the World Health Organization.
Our One Health approach facilitates the implementation of research across all facets of disease and is the theme of our One Health Research Center for Zoonoses and Tropical Veterinary Medicine which deals with the significant public health threat of zoonoses, many of which are neglected. Conservation is another important theme in the school, and studies on artificial coral reefs, the endangered marine species that inhabit them, fish diseases, turtle conservation programs, and management of introduced species, contribute significantly to preservation of ecosystems and the environment, and is supported within the Center for Conservation Medicine and Ecosystem Health. Innovation and advances in human and animal healthcare depend on progress in understanding the pathogenesis of diseases and the effects of therapies - the theme of the Center for Integrative Mammalian Research. The Center for Research and Innovation in Veterinary and Medical Education promotes the enhancement of the learning environment through scholarly research that encourages creativity and innovation in teaching and learning.

RUSVM is providing opportunities for our students to engage in research and benefit from being taught by research leaders in their field. More than 200 RUSVM students participate in research projects each year and DVM students must complete the Principles of Veterinary Research course during their first semester. Our research active faculty are part of one or more RUSVM Research Center(s), providing additional opportunities for student involvement in research programs. Postgraduate students in our Masters and Ph.D. programs participate in research with faculty advisors aligned with one of our Research Centers.

RESEARCH CENTERS

A One Health approach to research is essential. It facilitates the implementation of research across all facets of disease and is the motivation behind RUSVM’s largest Research Center. Zoonoses still represents the most significant public health threat, but many of these diseases are neglected. They affect hundreds of thousands of people especially in developing countries, although most of them can be prevented. RUSVM’s One Health Center for Zoonoses and Tropical Veterinary Medicine focuses on research aimed at understanding and combating zoonotic, vector-borne and other infectious diseases affecting humans and animal health as well as livestock production in St, Kitts and Nevis and around the Caribbean and Central America.

Conservation is another important theme in the school, and studies on artificial coral reefs, the endangered marine species that inhabit them, fish diseases, turtle conservation programs, and management of introduced species, contribute significantly to preservation of ecosystems and the environment. The Center for Conservation Medicine and Ecosystem Health focuses on applied research with two overarching themes: 1) Health of species in marine ecosystems in the Caribbean, and 2) Population ecology, disease epidemiology and management of non-native island species in the Caribbean. In marine ecosystems, the Center has a current focus on sea turtles, nesting shorebirds/seabirds, marine mammals, corals, and fish populations. In terrestrial ecosystems, the focus is on feral donkeys, free-roaming dogs, African green monkeys and small Indian mongooses.

Innovation and advances in human and animal healthcare depend on progress in understanding the pathogenesis of diseases and the effects of therapies. The Center for Integrative Mammalian Research focuses on a diversity of basic research topics including anesthesia and pain management, immune regulation, gene function, reproductive disorders, neurology and animal behavior, and in vitro and in vivo models of noninfectious human and animal diseases. While the focus is primarily on noninfectious diseases, some of the skills and knowledge within this area are applied to the infectious disease programs of the other centers.
GENERAL INFORMATION (CONTINUED)

The Center for Research and Innovation in Veterinary and Medical Education focuses on specific research programs in innovative interactive teaching technologies and strategies, including communication, simulation and mobile gaming, faculty development and student and learning outcomes. Current projects focus on the development and evaluation of innovative pedagogical tools and techniques, including new approaches to curricula, which more effectively facilitate the application of acquired basic science knowledge to clinical professional training.

SECURITY

RUSVM is committed to promoting the security of its students. The cooperation of students, faculty, and staff is essential to a safe campus. Every member of the campus community is encouraged to report any possible crime, suspicious activity, or emergency on campus to the Safety and Security Department, whose duty it is to maintain order and regulate safety. Security is available to provide assistance to students and faculty on- and off-campus in St. Kitts.

In accordance with U.S. Department of Education requirements, information about security and safety practices, as well as campus crime statistics are published annually in the RUSVM Annual Disclosure documents. This information is made available to current students and may be obtained by anyone else, including prospective students, upon request, and on the Student Consumer Information website at https://veterinary.rossu.edu/student-consumer-information.

A mass notification emergency warning system (SIREN) is in place to communicate to the campus community simultaneously by landline and mobile phone, text messaging, and email in the event of an emergency. It is the responsibility of each student to keep his or her contact information, including the student’s emergency contact person, current. Students may update their personal profile at any time by accessing their account in myRoss. By and large, most student security problems occur outside the campus compound. Students and visitors should take the same precautions that they would take in major cities in the United States.

For more information, please visit https://veterinary.rossu.edu/life-in-st-kitts/safety-security?elqTrackId=891f892d7fd942f8b91f0602fd389e94&elqaid=61&elqat=2.

RUSVM COMPLAINT POLICY

The Student Handbook contains a formal complaint policy that outlines the pathways for investigating and addressing any and all student complaints or concerns (together, “complaints”) to RUSVM about any component of a candidate’s experience at RUSVM, including (by way of illustration only) such diverse topics as dissatisfaction with services provided at a campus or during the clinical year, or discrimination or harassment in violation of RUSVM policies.

It is designed to be flexible so as to accommodate the wide range of complaints that students may lodge. Because no policy is one-size-fits-all, though, RUSVM reserves the right to deviate from this policy if the circumstances of a particular complaint or investigation call for additional flexibility. RUSVM takes candidate complaints very seriously and is committed to creating a productive learning environment, free from discrimination. For detailed information, please see the Student Handbook.
POLICY ON ANIMALS USED IN TEACHING AND RESEARCH

The use of animals in instructional and research activities within RUSVM is strictly regulated by written protocols, designed to ensure the humane treatment of animals under the care of students, staff or faculty. The RUSVM Institutional Animal Care and Use Committee (IACUC) regularly reviews these protocols for compliance with federal regulations outlined under the Animal Welfare Act. RUSVM follows the Guide for the Care and Use of Laboratory Animals, NRC 2011, 8th Edition, the Animal Welfare Act as implemented by Title 9, Code of Federal Regulations (CFR) of the US, the AVMA Guidelines on Euthanasia (2013), and any published guidance from the government of St. Kitts as guidelines for standards of care and use of animals.

The curriculum at RUSVM provides a wide range of opportunities for hands-on training, which are presented in accordance with the restrictions and requirements set forth above. This curriculum does include dissection of animal cadavers, anesthesia, and survival surgeries on multiple species. Laboratory sessions may involve handling of blood, urine, tissue and fecal specimens obtained from animals or from the local abattoir. The use of animals in teaching undergoes regular review and modifications are made from time to time to ensure both academic rigor and appropriate handling of animals. RUSVM offers programs of study and curriculum to grant DVM and Postgraduate degrees. Therefore, students will be expected to participate in the handling of specimens and surgeries specific to the program of enrollment.
VETERINARY PREPARATORY PROGRAM

ADMISSIONS INFORMATION
RUSVM offers a one-semester Veterinary Preparatory (Vet Prep) program for students who may benefit from specific courses that will enhance the probability of their success in veterinary school. The Admissions Committee makes the decision on who is accepted into this program based upon the academic requirements of the DVM program. (See the full DVM Degree Program for information on Academic Policies, Selection Requirements and Application Fees Information)

FINANCIAL INFORMATION
TUITION & FEES

<table>
<thead>
<tr>
<th>VET PREP</th>
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</thead>
<tbody>
<tr>
<td>2019-2020 ACADEMIC YEAR</td>
</tr>
<tr>
<td>$13,859</td>
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<tr>
<td>$24</td>
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<tr>
<td>$150</td>
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</tbody>
</table>

* Students entering their first semester or those attending the Vet Prep Program are assessed a one-time student visa processing fee of $150.

Tuition is listed in United States currency. Tuition is subject to change.

Please see the Student Handbook for tuition and refund policies.

OTHER EDUCATIONAL EXPENSES

Health Insurance: Students must have health insurance while enrolled at RUSVM. RUSVM offers students an insurance plan. The flat rate fee for Health Insurance for the 2019-2020 academic year is $903.67 per semester. If a student provides proof of insurance coverage, the requirement to purchase insurance from RUSVM can be waived once per year in August or the semester in which the student begins.

Late Fees: Late fees may be assessed for late payment of tuition. For specific information, please consult the Student Handbook.

Living Expenses: Based on availability, students may be able to live in on-campus housing. Housing fees may be found by visiting: http://veterinary.rossu.edu/admissions/dvm-admissions/financial-aid/tuition-fees.html. Off-campus housing is also available. Students must plan on the cost of rent and utilities, which will vary based on factors such as location and whether there are roommates. Food and incidental costs must also be budgeted.

Transportation to/from St. Kitts: Immigration requires students entering St. Kitts to have a return airline ticket.

Financial Obligations: Tuition and fees are billed approximately 45 days in advance of each semester and are due 15 days before the start of the semester. Students who have submitted all required financial aid forms and have received a private loan approval may have tuition payment deferred until the funds are disbursed from the lender. Students whose financial aid processing remains incomplete, through no fault of their own and/or their co-signer, may register and begin classes but are still held responsible for full payment of all tuition charges. Unless the Office of Student Finance authorizes late payment, all balances must be paid before the start of classes. RUSVM has the right to withhold services and academic certification from a student whose account is overdue.
**Tuition Policy on Failed Vet Prep Course:** Students who do not successfully complete the Vet Prep course will not be admitted to the RUSVM DVM program.

**Refund Policy for Withdrawals:** A withdrawal occurs when a student’s enrollment is permanently discontinued or interrupted without an authorized leave of absence in accordance with the policies and procedures in the *Student Handbook*. The effective date of withdrawal is normally the date the student notifies the institution of the withdrawal or student’s last academically related event. *(See the DVM Refund Policy for Withdrawals for more information).*

**FINANCIAL AID**

RUSVM understands tuition and financial assistance are important aspects of the education process. The Office of Student Finance provides support to encourage financial responsibility by helping students understand their options for financial assistance and cost-effective living arrangements while studying at RUSVM.

Detailed information on financial aid programs is published in the booklet, *The Financial Planning Guide*. This booklet is available online at [https://veterinary.rossu.edu/media/4146/rusvm-financial-aid-planning-guide](https://veterinary.rossu.edu/media/4146/rusvm-financial-aid-planning-guide)* (See the DVM Financial Aid Information section, which includes information on government student assistance)*

**CURRICULUM AND COURSE DESCRIPTIONS**

Courses in the Vet Prep program include science, mathematics, and scientific writing. Case based learning is a separate course, though its principles are used throughout the Vet Prep program. Additionally, students benefit from a transitional course that introduces them to their academic veterinary medicine program and promotes mindfulness and study skills. Vet Prep students who successfully complete the Vet Prep program will be placed into first semester classes of the DVM.

<table>
<thead>
<tr>
<th>SEMESTER</th>
<th>COURSE NO.</th>
<th>COURSE TITLE</th>
<th>CREDITS</th>
</tr>
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<tbody>
<tr>
<td>VET PREP</td>
<td>VPRP 902</td>
<td>Clinical Applications</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>VPRP 905</td>
<td>Medical Mathematics and Introduction to Pharmacology</td>
<td>3</td>
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<tr>
<td></td>
<td>VPRP 906</td>
<td>Introduction to Microbiology</td>
<td>3</td>
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<tr>
<td></td>
<td>VPRP 907</td>
<td>Cellular Biology and Homeostasis</td>
<td>3</td>
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<td></td>
<td>VPRP 908</td>
<td>Transition to Veterinary Student Life</td>
<td>1</td>
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<tr>
<td></td>
<td>VPRP 909</td>
<td>Structure &amp; Functional Biology</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>VPRP 910</td>
<td>Case Based Learning</td>
<td>2</td>
</tr>
</tbody>
</table>
**VETERINARY PREPARATORY PROGRAM (CONTINUED)**

**VPRP 902**  
**CLINICAL APPLICATIONS (1 CREDIT)**  
Provides the student with a clinical setting to integrate material that is taught in other vet prep courses. Within this clinical setting the concepts of anatomy and physical examination will be demonstrated and then practiced by the student. This course integrates with the Case-based learning course. Clinical skills will be focused on small animals, however other species will be introduced to emphasize comparative anatomy of common domestic species. The students will begin learning the process of acquiring information from a physical exam and applying it in order to formulate a clinical profile for an animal. Animal handling, restraint, and physical exam techniques will be demonstrated and practiced. Students are also introduced to the concepts of veterinary medical record keeping, problem-based medical record and the SOAP format.

**VPRP 905**  
**MEDICAL MATHEMATICS AND INTRODUCTION TO PHARMACOLOGY (3 CREDITS)**  
Reviews basic mathematics and teaches abbreviations common to medication administration, and methods of solving problems related to drug dosage and intravenous infusions, toxicology calculations, ionization of drug calculations, pharmacokinetic calculations and basic statistics, as well as learning the general principles of pharmacology.

**VPRP 906**  
**INTRODUCTION TO MICROBIOLOGY (3 CREDITS)**  
Covers the physiology, pathogenesis, and epidemiology of medically important bacteria, fungi, viruses, protozoa, nematodes, cestodes and trematodes. Selected diseases that bring into sharp focus the conflict between host and pathogen are covered. Also covered is the central role of host immune responses [innate and adaptive], which ensure that most host-pathogen contacts do not lead to disease.

**VPRP 907**  
**CELLULAR BIOLOGY AND HOMEOSTASIS (3 CREDITS)**  
A survey course focusing on properties of enzymes, carbohydrate, lipid and amino acid metabolism; water and water balance, membrane physiology and intercellular communication (transporters and receptors), acid-base fundamentals, endocrine system and an introduction to micro-anatomical identification of cells.

**VPRP 908**  
**TRANSITION TO VETERINARY STUDENT LIFE (1 CREDIT)**  
Designed to help students adjust to island life and professional school while promoting mindfulness practice (Mindfulness Based Stress Reduction program in human medicine) and developing the skills necessary to attain success at RUSVM. It also serves as an introduction to veterinary medicine, giving opportunity for students to learn more about the various disciplines within the profession from a variety of individuals.
VETERINARY PREPARATORY PROGRAM (CONTINUED)

VPRP 909
STRUCTURE & FUNCTIONAL BIOLOGY (3 CREDITS)
Introduces students to medical terminology that will be utilized in the veterinary curriculum. The course begins with basic directional/positional terms and then proceeds to terms that are pertinent to each body system. Scientific articles will be used to highlight the use of these terms. Short writing assignments and verbal exercises will be used to enable the student to practice using these terms.

VPRP 910
CASE BASED LEARNING (2 CREDITS)
A template for solving clinical problems will be introduced in a small group setting. The group will examine clinical case scenarios that integrate concepts and information presented in other classes and information found during assigned independent research in the library and on the web. A problem-oriented approach will be used to help explore the problem, formulate appropriate differential diagnoses, and develop a plan for its accurate diagnosis and amelioration.
DOCTOR OF VETERINARY MEDICINE

The Doctor of Veterinary Medicine (DVM) degree is awarded upon successful completion of the Pre-clinical curriculum and the clinical training curriculum. The Pre-clinical curriculum consists of 127 semester credit hours of specifically prescribed course work. A credit hour for the RUSVM Pre-clinical curriculum is equal to one hour of instructional time and two hours of supplementary time. During the clinical training curriculum, one credit hour equals one week of instructional time.

The clinical training curriculum consists of three academic semesters of clinical training at an AVMA-accredited school of veterinary medicine in the US, Canada, Ireland, UK, Australia, or other international location that is affiliated with RUSVM. Students should complete the curriculum in 10 semesters. RUSVM is proud to be affiliated with more than 30 AVMA-accredited schools of veterinary medicine.

ADMISSIONS INFORMATION

For US and Canada Applicants

SELECTION CRITERIA
The RUSVM Admissions Committee, comprised of selected faculty members, students, and alumni, gives serious consideration to all candidates showing the potential to meet the rigorous academic requirements of a highly structured veterinary curriculum.

The Admissions Committee considers each applicant for admission based on a combination of factors, including:
• Cumulative undergraduate grade point average (GPA)
• Graduate Record Exam (GRE)® exam (optional for the January 2021, May 2021 and September 2021 semesters)
• GPA in pre-requisite coursework
• Competitiveness of the undergraduate school and curriculum
• Pre-veterinary committee evaluation or two letters of recommendation
• Experience working with animals (at least 150 hours of veterinary profession experience, working with animals or veterinary research)
• Personal essay
• Personal interview
• Extracurricular activities
• Advanced science coursework
• Personal qualities

Applicants whose credentials are judged to be indicative of the potential for successful completion of the prescribed curriculum will be invited for an interview, generally within two to four weeks after initial application materials have been received. The interview helps assess the overall personal and academic background, maturity, adaptability, character, aptitude and, most importantly, the applicant’s motivation to become a veterinarian.
Work history and professional or volunteer experience provides further evidence of the student’s motivation. Persons whose applications are incomplete, or whose qualifications are not acceptable, will be so notified. The Admissions Committee’s decision is communicated by an electronic letter to the applicant, following the interview.

EDUCATIONAL REQUIREMENTS
RUSVM requires a minimum of 48 credits of college work, but strongly recommends that you complete your undergraduate degree program. **Pre-requisite courses cannot be more than 10 years old.** The coursework should include the following pre-requisite courses:

**Biology**
Two semesters of Biology (eight semester hours) with laboratory

**Cell Biology or Genetics**
One course of either Cell Biology or Genetics (three semester hours); laboratory is recommended but not required

**Chemistry (General/Inorganic and Organic)**
One semester of General Chemistry (four semester hours) with laboratory and One semester of Organic Chemistry (four semester hours) with laboratory

**Biochemistry**
One semester (three semester hours)

**Physics**
One semester of Physics (four semester hours) with laboratory.

**Mathematics**
One semester of college-level Mathematics (three semester hours) to be chosen among pre-calculus, calculus, and statistics.

**English**
One semester of English (at least three semester hours), preferably to include one semester of English Composition. Canadian students may satisfy English requirements in 4 possible ways:

- 2 semesters of university humanities where essays composed at least 40% of the overall mark,
- holding a grade 13 English credit in Ontario,
- International Baccalaureate and
- Advanced Placement English.

**Electives/Humanities/Social Sciences**
Nine semester hours; one of the courses to meet this requirement must be one of the following:

- Comparative Anatomy
- Medical Terminology
- Microbiology
- Nutrition
- Physiology
- Spanish (or other foreign language)
- Public Speaking
- Introduction to Business
Examination Requirements: Graduate Record Examinations (GRE)*
Applicants are required to submit GRE scores with the application. The Admissions Committee will use the scores to assist in the admissions decision. Any applicant who has taken the GRE more than one time, must submit all the results prior to enrollment. The RUSVM code number is # 2639. To learn more about the GRE, visit www.gre.org.

* Optional for the January 2021, May 2021 and September 2021 semesters

Test of English as a Foreign Language (TOEFL®)
The TOEFL measures the ability of non-native speakers of English to use and understand English as it is spoken, written and heard in college and university settings. If less than 60 upper-division credits were earned from an English language college or university, the applicant will need to provide all official records of scores for the TOEFL. The preferred minimum score on the computer-based test is as follows: 25 Listening; 22 Writing; 22 Speaking; 23 Reading. The TOEFL institutional code for RUSVM is #9614.

Work Experience
Applicants are required to have completed the equivalent of at least 150 hours of veterinary professional experience, working with animals or veterinary research. It is preferable that all such experience has taken place under the supervision of practicing veterinarians, but comparable experience may be considered.

Personal Interview
Applicants whose credentials are judged to be indicative of the potential for successful completion of the RUSVM prescribed curriculum will be invited for an interview. The interview is often conducted within two to four weeks after initial application materials have been received.

Your personal interview helps the Admissions Committee assess your overall personal and academic background, maturity, adaptability, character, aptitude, and most importantly, your motivation to become a veterinarian. Applicants are advised that being granted an interview is not a guarantee of acceptance, though it does play a significant part in the decision by the Admissions Committee.

Letters of Recommendation
Applicants must submit a pre-veterinary committee evaluation or two official letters of recommendation, which become the property of RUSVM:

• One academic letter from a pre-health or pre-vet professor acquainted with the applicant’s academic ability or a recommendation from a college pre-health or pre-vet advisory committee;
• One professional letter from a veterinarian acquainted with the applicant’s veterinary experience.

All letters must be on proper letterhead with contact information included and sent directly from the recommender to the RUSVM Office of Admissions.

Application Checklist
Applications for RUSVM can be completed online at veterinary.rossu.edu or through VMCAS. All letters of recommendation and transcripts must be mailed to Ross University School of Veterinary Medicine, Office of Admissions, 630 US Highway 1, Suite 2031, North Brunswick, NJ, 08902.
A complete application consists of the following documents:

- A completed RUSVM application.
- Official transcript(s) from each college and/or professional school attended (transcripts must include the required minimum of 48 credits, and all prerequisite courses must be either completed or in progress). Degree-granting transcripts must contain a graduation date.
- Two official letters of recommendation, which become the property of RUSVM: One academic letter from a pre-veterinary professor acquainted with the applicant’s academic ability or a recommendation from a college pre-vet advisory committee; and one from a veterinarian acquainted with the applicant’s work experience. All letters must be on proper letterhead with contact information included, and sent directly from the recommender to the RUSVM Office of Admissions.
- GRE scores.
- Official report of scores on the IELTS/TOEFL, if applicable.
- $100 USD application fee (non-refundable).

If applying as a transfer student, you must also submit the following documentation:

- A letter of intent that includes: a cogent, well-written explanation of the student’s reason(s) for requesting a transfer; an indication of the semester of the curriculum into which transfer is requested; and the student’s enrollment status in the college of veterinary medicine from which the student wishes to transfer.
- A letter of character and academic reference (including class ranking) from the associate dean of the college of veterinary medicine or his/her designee from which the student wishes to transfer.
- Up to two letters of reference from former instructors who are members of the faculty of the college of veterinary medicine from which the student wishes to transfer.

For International Applicants

RUSVM gives serious consideration to all candidates showing the potential to meet the rigorous academic requirements of a highly structured veterinary medicine curriculum. The Admissions Committee will consider a variety of factors in determining suitability for our program including:

- Grades from coursework
- Two letters of reference
- Personal statement
- Personal interview (may be virtual)

Recommended Pre-requisite Coursework

Applicants will be evaluated based on grades achieved during their coursework, and will be expected to have undertaken general university-level science training after Year 13 of the school program.

Bachelor of Science (BSc):
Applicants who have completed a BSc must have achieved at least an upper second class honours (2:1).

GCSE A-Levels:
Applicants possessing A-Level or similar courses should achieve the following PLUS complete at least one year of an appropriate biological science program at the university level with good grades achieved:

Three A-levels ABB-BBB, including Biology and Chemistry at A level and one other A level approved for a veterinary degree. If Physics and Mathematics have not been taken at A level, the candidate must have good passes in Physics and Mathematics at GCSE level.
Scottish Highers:
Applicants should achieve the following in Year 12 PLUS have completed at least two years of an appropriate biological science program at the university level with good grades achieved OR BB at Advanced Higher in Chemistry and Biology plus one year of an appropriate science program at the university level, with good grades achieved.

  Five Highers AABBB/C. Must have Chemistry and two of Biology, Mathematics, Physics, plus two other subjects. Must have good standard grade passes in each of Biology, Mathematics and Physics.

International Baccalaureate (IB):
Applicants should achieve the following PLUS complete at least one year of an appropriate biological science program at the university level with good grades achieved.

  The minimum entry is 32-36 points. Must include higher level in Chemistry, Biology, and either Mathematics or Physics. If Physics does not form part of the IB diploma, candidates must possess GCSE Grade B or equivalent in this subject.

English Competency:
If English is not the primary language of the applicant, official record of scores for one of the following may be requested by RUSVM:

- Test of English as a Foreign Language (TOEFL) iBT – 25 Listening; 22 Writing; 22 Speaking; 23 Reading
- IGCSE English (First language) Grade B
- International English Language Testing System (IELTS) - 7.0
- Pearson Test of English (PTE) Academic – 67
- Cambridge English: Advanced & Proficiency overall 185

Personal Statement
Your personal statement gives us an idea of your skills, achievements, and motivation, which are important factors in assessing your application. It should refer to practical work experience in veterinary settings – including research. We recognize that such opportunities may not be available to all candidates.

Personal Interview
Applicants whose credentials are judged to be indicative of the potential for successful completion of the prescribed curriculum will be invited for interview, generally within two to four weeks after initial application materials have been received. The interview helps assess overall personal and academic background, maturity, adaptability, character, aptitude, and most importantly, your motivation to become a veterinarian. Interviews may be conducted virtually.

Letters of Reference
Two official letters of reference: either from two faculty members from the applicant’s first degree, acquainted with the applicant’s academic ability; or one from a faculty member, and one from a veterinarian or other professional acquainted with the applicant’s veterinary or research experience. All letters must be on proper letterhead with contact information included and sent directly from the referee to the RUSVM Office of Admissions. Please note: Letters of reference may be waived at the discretion of the Admissions Committee if the student is unable to get two letters for reasons such as length of time since they were in school or display of a professional or relevant experience.

Notification
Persons whose applications are incomplete, or whose qualifications are not acceptable, will be so notified. The Admissions Committee decision is communicated by letter to the applicant as soon as possible.
Dean’s Scholarship
A Dean’s Scholarship may be available for appropriately qualified students.

Application Deadline
There are no application deadlines as RUSVM operates under a rolling application process (intakes in January, May and September). We continue to accept applications for each semester until all seats are filled. In the event that all seats are filled before an applicant receives a decision, the application is automatically considered for the next available semester.

Singapore Pathway Program
The Veterinary Pathways Program offers eligible students a clear path from Ngee Ann Polytechnic’s Diploma in Veterinary Bioscience (VBS) into the Doctor of Veterinary Medicine (DVM) program at Ross University School of Veterinary Medicine (RUSVM). The Program is designed to advance the educational opportunities of eligible students by offering them preferred admissions opportunities when applying to RUSVM provided they meet the eligibility criteria. Visit the Pathway Program Page for more Information at https://veterinary.rossu.edu/admissions/dvm-admissions/international-applicants/pathway-program.html.

TRANSFER APPLICANTS: ADMISSION WITH ADVANCED STANDING
Applicants who have completed a portion of their curriculum at a RUSVM-approved school of veterinary medicine may apply for admission with advanced standing. Such transfer applicants must present evidence of completion of courses (or their equivalent) at a school of veterinary medicine accredited by the AVMA, comparable to those offered in the Pre-clinical curriculum at RUSVM. Applicants must also arrange with the veterinary school they are currently attending for an official transcript of their academic record to be sent to the RUSVM Office of Admissions.

Additionally, transfer applicants must meet all of the requirements for admission to RUSVM. Namely, they should have earned a bachelors degree or equivalent from a North American or other internationally recognized college or university. Occasionally, applicants qualify for admission upon completion of 48 credits (i.e. three full-time years) of post-secondary studies. The pre-veterinary studies of transfer applicants must include the aforementioned prerequisite courses and GRE scores.

Applicants who have previously been dismissed from a school of veterinary medicine are ineligible for admission to RUSVM. Placement will be determined by the Associate Dean for Student and Alumni Affairs and the Dean, and will depend on the courses already completed. However, credit will not be given for more than the first three semesters of study. Transfer applicants must take all of the courses offered for the semester they are admitted and may be required to repeat the entire curriculum. All transfer students must spend a minimum of seven semesters of study enrolled at RUSVM.

PARTNERSHIPS WITH FOUR-YEAR COLLEGES AND UNIVERSITIES
RUSVM believes in building strong relationships with four-year colleges and universities, with the purpose of helping eligible students move seamlessly from their undergraduate studies to veterinary school. For more information about our partnerships please visit: https://veterinary.rossu.edu/admissions/dvm-admissions/articulation-agreements.
ACCEPTED STUDENTS

Upon acceptance, students are required to pay a nonrefundable tuition deposit of $1,000 due 120 days prior to the start of the semester. The $1,000 tuition deposit will be credited to the student’s account.

Except in Louisiana, Iowa and other states where prohibited, if the student fails to attend the semester for which the tuition deposit was paid, the tuition deposit will be subject to forfeiture. If the student requests to defer his/her enrollment to a subsequent semester, the full $1,000 tuition deposit, if not already submitted, must be paid in full prior to the deferral being processed. Tuition deposits are valid for one year from the original term to which the student was accepted. For more details, please refer to the “Financial Information” section of this catalog.

CANCELLATION POLICY

If an applicant decides to withdraw his/her application prior to decision, the applicant must email his/her admissions coordinator with that request. The coordinator will then deactivate the application. The application fee is non-refundable.

The state of Missouri provides for a period during which admissions agreements with RUSVM may be cancelled by the student with refund of all monies paid. This cancellation period shall not be less than (3) days, not including Saturdays, Sundays, and holidays.

The state of Iowa (Iowa Code Section 714.23) provides the following tuition refund policy exceptions for Iowa residents:

- If any time, a student terminates a postsecondary educational program due to the student’s physical incapacity or, for a program that requires classroom instruction, due to the transfer of the student’s spouse’s employment to another city, the terminating student shall receive a refund of tuition charges in an amount that equals the amount of tuition charged to the student multiplied by the ratio of the remaining number of calendar days in the school period to the total number of calendar days in the school period.

Iowa resident students who withdraw after the 60% in the term due to physical incapacity or spousal employment relocation to another city are entitled under law to a prorated refund of tuition charges all the way up to (but not including) the ending date of the term.

Iowa national guard or reserve forces of the United States, their spouse or dependent child are offered the following options should the service member be ordered to state military service or federal service or duty:

- Withdraw from the student’s entire registration and receive a full refund of tuition and mandatory fees.
- Arrangement will be made with the student’s instructors for course grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the student’s registration shall remain intact and tuition and mandatory fees shall be assessed for the courses in full.
- Arrangement will be made with only some of the student’s instructors for grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the registration for those courses shall remain intact and tuition and mandatory fees shall be assessed for those courses. Any course for which arrangements cannot be made for grades or incompletes shall be considered dropped and the tuition and mandatory fees for the course refunded.

RUSVM operates under a lockstep curriculum. RUSVM’s curriculum is designed so classes are meant to be taken in a specific order, to bolster students’ knowledge and skills incrementally. As such, the general policy at RUSVM is that it does not cancel classes.
NEW STUDENT WELCOME PACKET MATERIALS
Once accepted to RUSVM, students receive a welcome packet with information pertaining to travel, student visa requirements, financial aid, housing, pets, etc., to assist with their preparations for matriculation.

REQUIRED DOCUMENTS
To obtain a student visa, students should have the following documents:

- Valid passport from student’s home country
- Round-trip airline ticket (with return date no earlier than the last day of semester)
- One passport-sized photograph
- Original police certificate/affidavit (obtained from the country where the applicant has lived for the past six months)
- Birth certificate (certified copy preferred)
- Childhood/adult immunization records, which must include 2 MMR, at least 1 Polio, and 3 Hep B vaccination records
- RPR test results (a screening test for syphilis)
- Mantoux/PPD skin test for tuberculosis (chest x-ray required if Mantoux test is positive)
- Copy of acceptance letter/immigration letter from the RUSVM Office of Admissions
- Copy of acceptance letter/immigration letter from the RUSVM Office of Admissions
- Proof of funding if by personal arrangements or loans
- Student visa application (available from RUSVM)
- Student visa fee: $150 US/400 EC (added as a student fee to your account)

Students will need to mail these items to the RUSVM Office of Admissions for processing. Upon arrival in St. Kitts, RUSVM officials will assist in expediting the visa process for students.

FINANCIAL INFORMATION
TUITION AND FEES
All tuition and fees are listed in U.S. currency. Amounts are subject to change and additional fees may be charged for special features and/or services.

Application Fee
The $100 application fee is nonrefundable and is payable with submission of the application.

<table>
<thead>
<tr>
<th>DOCTOR OF VETERINARY MEDICINE PROGRAM</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-2020 Academic Year</td>
<td></td>
</tr>
<tr>
<td>Tuition – Pre-clinical curriculum semesters (1–7)</td>
<td></td>
</tr>
<tr>
<td>$20,872.60</td>
<td>Per semester: tuition for full-time students (Flat Rate: 8-21 credits)</td>
</tr>
<tr>
<td>$24</td>
<td>Per semester: Student Government Association fee (Semesters 1-7)</td>
</tr>
<tr>
<td>Tuition – Clinical Training curriculum semesters (8–10)</td>
<td></td>
</tr>
<tr>
<td>$20,872.60</td>
<td></td>
</tr>
</tbody>
</table>

Residents of the state of IA who cancel prior to attendance are eligible for a full refund.

Tuition
Tuition is listed in United States currency. Tuition is subject to change.

Please see the Student Handbook for tuition and refund policies.
OTHER EDUCATIONAL EXPENSES

Educational Materials: Students are responsible for purchasing required textbooks, supplies, equipment and required clinical clothing. The average cost for educational materials is approximately $590 per semester for Semesters 1-7, and $506 per semester for Semesters 8-10. First semester students are charged a one-time educational resource fee for $780.

Health Insurance: Students must have health insurance while enrolled at RUSVM. RUSVM offers students an insurance plan. The flat rate fee for Health Insurance for the 2019-2020 academic year is $904 per semester. If a student provides proof of insurance coverage, the requirement to purchase insurance from RUSVM can be waived.

Late Fees: Late fees may be assessed for late payment of tuition. For specific information, please consult the Student Handbook.

For additional information regarding total program costs, please refer to the Tuition and Fees schedule available at https://veterinary.rossu.edu/admissions/dvm-admissions/financial-aid/tuition-fees.

LIVING EXPENSES FOR THE PRE-CLINICAL SEMESTERS

Students must plan on the cost of rent and utilities, which will vary based on factors such as location and whether there are roommates. Food and incidental costs must also be budgeted. Students attending first semester may have the option to select on or off-campus housing. The current rate for a single occupancy one-bedroom charge on-campus is $4,235.

Transportation to/from St. Kitts Immigration requires students entering St. Kitts to have a return airline ticket.

FINANCIAL OBLIGATIONS

Tuition and fees are billed approximately 45 days in advance of each semester and are due 15 days before the start of the semester. Students who have submitted all required financial aid forms and have received a loan approval may have tuition payment deferred until the funds are disbursed from the lender. Students whose financial aid processing remains incomplete, through no fault of their own and/or their co-signer, may register and begin classes but are still held responsible for full payment of all tuition charges. Unless the Office of Student Finance authorizes late payment, all balances must be paid before the start of classes. RUSVM has the right to withhold services and academic certification from a student whose account is overdue.

TUITION POLICY ON PRE-CLINICAL FAILED COURSES

Effective September 2017, students who fail one or more classes and repeat coursework in a subsequent semester, will be charged based upon the total credit hours attempted in the repeat semester as follows:

<table>
<thead>
<tr>
<th>Credits</th>
<th>Tuition Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-4</td>
<td>50% tuition</td>
</tr>
<tr>
<td>5-7</td>
<td>75% tuition</td>
</tr>
<tr>
<td>8 credits and up</td>
<td>100% tuition</td>
</tr>
</tbody>
</table>

Students will be charged any fees assessed by the clinical affiliate for repeated coursework.

REFUND POLICY FOR WITHDRAWALS

A withdrawal occurs when a student’s enrollment is permanently discontinued or interrupted without an authorized leave of absence in accordance with the policies and procedures in the Student Handbook. The effective date of withdrawal is normally the date the student notifies the institution of the withdrawal or student’s last academically related event attended if available.
Students who totally withdraw from classes may be required to return federal funds for that semester in accordance with the guidelines for Federal Direct Student Aid. For students that have not received financial aid before starting withdrawal procedures, they will be advised in writing of their post-withdrawal eligibility within 30 days of the start of the withdrawal process.

Although a leave of absence may be authorized in limited circumstances, failure to return to school from a leave of absence on the date specified is considered a withdrawal. Any leave of absence must be requested and approved in advance, may not exceed 180 days, and may not be granted within 12 months of a previous leave of absence. An interruption of enrollment status that does not qualify as a leave of absence is considered a withdrawal as of the last date of academically related activity.

RUSVM's tuition and refund policies in the event of withdrawal are consistent with U.S. federal student financial aid regulations and are based on the period attended:

- If a new student withdraws prior to the start of the first semester, no tuition charges are due; however, the student’s acceptance deposit is not refunded. Students residing in the state of Missouri, at the time they pay the acceptance deposit to RUSVM, will receive a refund of all monies paid if the student requests a refund within three (3) days of paying the acceptance deposit, not including Saturdays, Sundays, and holidays, of signing; Residents of the state of IA who cancel prior to attendance are eligible for a full refund.
- If a continuing student withdraws prior to the start of a semester, no tuition charges are due for that semester.
- If a student withdraws during the first 60 percent of a semester, tuition charges are directly prorated based on the portion of the semester that has elapsed. As semesters are normally 15 weeks in length, tuition is prorated for withdrawals during weeks 1 through 9.
  - The state of Iowa (Iowa Code Section 714.23) provides the following tuition refund policy exceptions for Iowa residents:
    - If any time, a student terminates a postsecondary educational program due to the student’s physical incapacity or, for a program that requires classroom instruction, due to the transfer of the student’s spouse’s employment to another city, the terminating student shall receive a refund of tuition charges in an amount that equals the amount of tuition charged to the student multiplied by the ratio of the remaining number of calendar days in the school period to the total number of calendar days in the school period.
  - The state of Iowa (Iowa Code Section 714.23) provides the following tuition refund policy exceptions for Iowa residents: Iowa resident students who withdraw after the 60% in the term due to physical incapacity or spousal employment relocation to another city are entitled under law to a prorated refund of tuition charges all the way up to (but not including) the ending date of the term.
- If a student withdraws after the first 60 percent of a semester- that is, after completing week 9- the full tuition charges remain due.

For withdrawal during the first 60 percent of a semester, student loan eligibility is recalculated, and RUSVM and the student are each proportionally responsible for returning “unearned” Stafford loan funds to lenders. In addition to the lender returns required by U.S. federal regulations, RUSVM may return remaining credit balance to lenders, decreasing the student’s loan debt for that semester.

**FINANCIAL AID**

RUSVM understands tuition and financial assistance are important aspects of the education process. The Office of Student Finance provides support to encourage financial responsibility by helping students understand their options for financial assistance and cost-effective living arrangements while studying at RUSVM.

Detailed information on financial aid programs is published in the booklet, *The Financial Planning Guide*. This booklet is available online at [https://veterinary.rossu.edu/media/4146/rusvmfinancialaidplanningguide.pdf](https://veterinary.rossu.edu/media/4146/rusvmfinancialaidplanningguide.pdf)

Students applying for assistance must submit the application and supporting materials described in *The Financial Planning Guide* by the deadlines indicated. Applications may be completed online.
Typically, students pay for the cost of their veterinary medicine education by combining family resources and student loans from governmental agencies and private sources. Financial aid is available to those who qualify. Approximately, 85 percent of RUSVM students receive some financial assistance.

**Application for U.S. Federal Student Aid**

Citizens and permanent residents of the United States applying for admission to RUSVM who are interested in obtaining financial aid are encouraged to submit a Free Application for Federal Student Aid (FAFSA®) at [www.fafsa.ed.gov](http://www.fafsa.ed.gov). It should be filed at least 90 days in advance of the semester for which they are applying. Details are provided in The Financial Planning Guide. In order to continue to receive student loans, students must meet the Satisfactory Academic Progress standards as defined in the Student Handbook. The Office of Student Finance is available to help students understand additional options that may be available including scholarships, non-governmental lenders for loans, etc. It is advisable for all students—including those who have applied for financial aid—to bring sufficient funds with them to cover their initial living and housing expenses in St. Kitts.

United States citizens and permanent residents attending RUSVM may apply for Federal Direct Loans. Federal direct loans are offered in two forms for Graduate students:

**Federal Direct Unsubsidized Loan:** This is a non-need-based loan; maximum of $20,500 per two-semester academic year. The interest rate is fixed at 6.08% for 2019-2020.

**Direct Graduate PLUS Loan:** This is a non-need-based loan for which the student can borrow up to the school’s cost of attendance. The interest rate is fixed at 7.08% percent for 2019-2020.

The FAFSA must be filed annually. Repayment on student loans begins six months after a student has dropped below half-time, graduated or, under federal definition, has otherwise ceased to be enrolled. Students who attend RUSVM with outstanding loan obligations for undergraduate or graduate study at other institutions may eligible for an “in-school” deferment(s).

**Cancellation and Return of Loan Proceeds**

You have the right to reduce/cancel Federal Direct Unsubsidized or Federal Direct Graduate PLUS Loans before or after the loan(s) have been disbursed to the University by the Department of Education. A written request must be sent to the Office of Student Finance requesting that you want to cancel all or part of the disbursement that was credited to your account, and The University will return the canceled loan amount to the Department of Education. You do not have to pay interest or the loan fee on the part of your loan that you request to be canceled within this time-frame.

**Canadian Students**

Canadian citizens may qualify for private funding sources as well as government resources. Please review the Canadian Financial Planning Guide, available online at [https://veterinary.rossu.edu/media/11856/rusvm-canadian-financial-planning-guide.pdf](https://veterinary.rossu.edu/media/11856/rusvm-canadian-financial-planning-guide.pdf)

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1 FAFSA® is a registered trademark of the U.S. Department of Education
International Applicant Requirements
Applicants who have completed their undergraduate studies in countries having an educational system different from that of the United States or Canada will be evaluated on their merits but will be expected to have completed a pre-veterinary curriculum including the pre-requisites comparable to U.S. applicants. All required documents, if originally in a foreign language, must be accompanied by a notarized English translation. All transcripts documenting post-secondary course work completed in institutions outside the United States or Canada must also be evaluated by an approved international credential evaluation service.

Veterans’ Benefits
Eligible veterans of the United States Armed Forces may use benefits available through the Veterans Benefits Administration to help with their educational costs. Please visit https://benefits.va.gov/gibill for more information.

Veterans utilizing Chapter 31, Vocational Rehabilitation and Employment or Chapter 33, Post 9/11 benefits are permitted to enroll in courses once proof of VA education benefit eligibility is provided. The institution will not impose any penalty, including the assessment of late fees, the denial of access to classes, libraries other institutional facilities or require that a covered individual borrow loans because of the individual’s inability to timely meet his or her financial obligations to the institution due to delayed disbursement of funding from the VA under chapter 31 or 33.

Penalties, fees and/or finance-related registration holds may be assessed by the institution if there is an unpaid difference between the amount of the student’s financial obligation and the amount of the anticipated or actual VA education benefit disbursement. The student is responsible for charges and fees that are not covered by the Department of Veterans Affairs including but not limited to: the cost of repeat courses that were previously passed, printed books that are not required, admissions fees, screening charges, bookstore orders that are not required for a course, badge replacements, parking fees or other non-institutional charges.

The Eliza Anna Grier Scholarship
The Eliza Anna Grier Scholarship honors the memory of Dr. Eliza Grier, the first African-American medical doctor in the state of Georgia.

Scholarship Amount: $2,000 of the tuition cost per semester (renewable based on academic performance).

Award Criteria and Eligibility
- Must possess strong personal qualities of motivation and integrity as well as academic excellence.
- Must be a United States citizen or permanent resident.
- Must be classified as an under-represented minority (African-American, Native-American, or Hispanic-American).
- Must hold an undergraduate degree.
- Must begin their studies at RUSVM as a new, first-semester student.
- Should have maintained a minimum 3.25 undergraduate grade point average (GPA).
- Must be an accepted student to RUSVM by the scholarship deadline.

Note: Eligibility requirements subject to change without notice. Transfer students and students accepted to the VET Prep program are not eligible.
Renewal Guidelines:

- Must maintain a minimum 3.00 GPA at RUSVM to maintain award eligibility for each semester.
- The award can be reinstated if a student fails to achieve the minimum GPA in one semester but reaches that level in a future semester.

Application Deadlines:

- July 1 is the deadline for students planning to begin their studies in the September semester.
- November 1 is the deadline for students planning to begin their studies in the January semester.
- March 1 is the deadline for students planning to begin their studies in the May semester.

The application form can be downloaded from https://veterinary.rossu.edu/admissions/dvm-admissions/scholarships.

International Dean’s Scholarship

A merit-based scholarship providing tuition assistance to international students who have shown solid academic achievement and a demonstrated desire to serve the community as a veterinarian as shown through their extracurricular activities and letters of recommendation.

Award Amount: $8,000 to be applied to the cost of first semester tuition charges and is renewable for 2 additional semesters, for a total of $24,000.

Eligibility Requirements:

- Applicant must be an international student who completed all prerequisite credits in a non-US institution.
- Applicants must meet RUSVM standards for admission as they relate to academics, extracurricular activities such as volunteer work and research, and letters of recommendation.
- Applicants must hold a current letter of admission to RUSVM.
- Admitted applicants will be automatically reviewed for an International Dean’s Scholarship only after a decision of admission has been received from the Faculty Admissions Committee.
- Review and approval from the dean/Dean’s Council.

Renewal Guidelines:

- Must maintain a minimum 3.00 GPA at RUSVM to maintain award eligibility for each of the first three semesters

Learn More About Scholarships

Ross University School of Veterinary Medicine
Office of Admissions
630 US Highway 1, Suite 2031
North Brunswick, NJ, 08902
Phone: +1-855-ROSS-VET (855-767-7838)
vetadmissions@Rossu.edu
Fax: +1-869-465-1203
ACADEMIC POLICIES AND PROCEDURES

REGISTRATION OF NEW STUDENTS

New students must register online using the myRoss web self-service tool, which is available at myross.rossu.edu. In addition, students must check-in in person on the St. Kitts campus during orientation. Students must present a valid passport as identification in order to receive an official RUSVM student identification card. No unregistered student will be admitted to classes.

Students arriving after orientation will not be permitted to check in for the semester, and any financial aid disbursements received by RUSVM will be returned to the lender.

A new student’s enrollment is conditional upon submission of all documentation required for admission. Any missing documentation that is specified in the offer of admission must be submitted to the Office of the Registrar by the end of the first semester. If the documentation is not received within that time, the student will be subject to administrative withdrawal and may lose the privilege of registering for a subsequent semester.

At the time of registration, tuition and fees must be paid in full unless the Director of Student Finance grants an exception based on one of the following:

- RUSVM has received documentary evidence, satisfactory to the Director of Student Finance, indicating that payment is guaranteed and that the full tuition and fees will be paid within 30 days from the beginning of the semester.
- The Director of Student Finance has authorized delayed payment pursuant to a written and signed agreement that requires payment of the full tuition and fees no later than the beginning of the fifth week of the semester. In the event that payment terms are not met, RUSVM reserves the right to annul registration in which case the student will not receive academic credit for that semester.

GRADING SYSTEM

<table>
<thead>
<tr>
<th>GRADE</th>
<th>RATING</th>
<th>GRADE RANGE</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Excellent</td>
<td>90% or higher</td>
<td>4.0</td>
</tr>
<tr>
<td>B+</td>
<td>Very Good</td>
<td>86.50 - 89.49%</td>
<td>3.5</td>
</tr>
<tr>
<td>B</td>
<td>Good</td>
<td>79.50 - 86.49%</td>
<td>3.0</td>
</tr>
<tr>
<td>C+</td>
<td>Average</td>
<td>76.50 – 79.49%</td>
<td>2.5</td>
</tr>
<tr>
<td>C</td>
<td>Passing</td>
<td>69.50 – 76.49%</td>
<td>2.0</td>
</tr>
<tr>
<td>F</td>
<td>Failing</td>
<td>Below 00.00 – 69.49%</td>
<td>0.0</td>
</tr>
</tbody>
</table>

RUSVM’s Pre-clinical program grading system is as follows:

Students are evaluated based on the following criteria:

- Classroom and laboratory examinations;
- Completion of assignments;
- Class and laboratory participation;
- Academic and professional honesty; and
- Professional and Technical Standards

Evaluations during clinical training include assessment of the student’s level of knowledge and ability to apply it to clinical problems, as well as attitude and performance. Students should consistently demonstrate those characteristics considered desirable in a good veterinarian: problem-solving ability, reliability, judgment, and interpersonal and communication skills.
Effective December 2017, RUSVM’s Clinical Program grading system was changed to incorporate the grading nuances of the Clinical Affiliates in the U.S., Canada and internationally. The grading scales are as follows:

<table>
<thead>
<tr>
<th>AFFILIATE</th>
<th>CODE</th>
<th>DESCRIPTION</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dublin</td>
<td>AI+</td>
<td>A+</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin, Melbourne</td>
<td>AI</td>
<td>A</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin</td>
<td>AI-</td>
<td>A-</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin</td>
<td>BI+</td>
<td>B+</td>
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</tr>
<tr>
<td>Dublin, Melbourne</td>
<td>BI</td>
<td>B</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin</td>
<td>BI-</td>
<td>B-</td>
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</tr>
<tr>
<td>Dublin</td>
<td>CI+</td>
<td>C+</td>
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</tr>
<tr>
<td>Dublin, Melbourne</td>
<td>CI</td>
<td>C</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin</td>
<td>CI-</td>
<td>C-</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin, Melbourne</td>
<td>DI</td>
<td>D</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin</td>
<td>DI-</td>
<td>D-</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin, Massey, Melbourne, Murdock</td>
<td>FI</td>
<td>Fail</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Sydney</td>
<td>FAI</td>
<td>Fail</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin, Massey, Melbourne, Murdock, WCVM</td>
<td>PI</td>
<td>Pass</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Sydney</td>
<td>PSI</td>
<td>Pass</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Dublin, Massey, Melbourne, Murdock, WCVM</td>
<td>SI</td>
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<td>NO GPA</td>
</tr>
<tr>
<td>Dublin, Melb, WCVM, Royal</td>
<td>UI</td>
<td>Unsatisfactory</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Murdoch</td>
<td>UPI</td>
<td>Ungraded Pass</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Murdoch</td>
<td>UFI</td>
<td>Ungraded Fail</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Sydney</td>
<td>AFI</td>
<td>Absent Fail</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Murdoch, Sydney</td>
<td>CRI</td>
<td>Credit</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Sydney</td>
<td>CNI</td>
<td>Cancelled</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Sydney</td>
<td>DCI</td>
<td>Discontinued. Not included as failure</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Murdoch, Sydney</td>
<td>DSI</td>
<td>Distinction</td>
<td>NO GPA</td>
</tr>
<tr>
<td>Murdoch</td>
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EXAMINATIONS
Examinations are considered an integral part of the learning process and are designed to emphasize important concepts and develop problem-solving abilities. Each course instructor determines the format of quizzes, examinations and assignments. All courses included in the calculation of a student’s GPA include a final examination.

Academic Standing
Students maintain good academic standing by complying with all academic policies and procedures and remaining current in financial obligations. RUSVM reserves the right to withhold services, transcripts and grades from students who are not in good academic standing. To remain in good academic standing, students must maintain a cumulative GPA of 2.0 or higher.

No semester can be repeated more than once, and no more than two semesters can be repeated.

The full academic policies can be found in the Student Handbook. The Student Handbook provides information on withdrawals, dismissals, academic standings, as well as information on professional conduct.

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DEGREE REQUIREMENTS
In order to be eligible to receive the degree of DVM from RUSVM, a student must have met the following requirements:

- Successful completion of all Pre-clinical courses and clinical training required by the curriculum.
- Has met the GPA requirements and other academic requirements for academic advancement.
- For transfer students, successful completion of at least seven semesters as a RUSVM student
- Payment of all fees and charges owed to RUSVM.
- Completion of a review of academic documents (e.g. transcripts), as well as an academic and financial aid exit interview.
- Clearance of the Office of the Registrar’s degree audit.

TRANSCRIPT REQUESTS
Official transcripts are available, at no cost, only from the Office of the Registrar. Students may request an official transcript online using the myRoss website. Transcript requests cannot be taken over the telephone or via email. Official transcripts may not be released until all financial obligations to RUSVM have been met. Students may view or print an unofficial transcript online through myRoss. No fees will be charged for additional transcripts.

COMMENCEMENT
Commencement exercises are held each May. Due to RUSVM’s three-semester-per-year schedule, students have the opportunity to complete their requirements for the DVM degree at three different points throughout the year. Consequently, they will be considered RUSVM graduates upon degree audit clearance for one of the three prescribed graduation dates. Diplomas will be released after all outstanding balances and administrative documents have been received.

LICENSURE REQUIREMENTS
A requirement for licensure in the United States is passing the North American Veterinary Licensing Examination® (NA VLE). Information on this examination is available at the National Board of Veterinary Medical Examiners® (NBVME) website at www nbvme.org.

In order to become licensed as a veterinarian in the United States, a student graduating from an American Veterinary Medical Association Council on Education (AVMA-COE) accredited program must pass the NAVLE and meet the requirements of the state/territory they wish to practice. Each state has different requirements. To view the requirements of each state’s veterinary medical board, please refer to the American Association of Veterinary State Boards (AAVSB) website at www aavsb org and then click on the Board and Agency Directory link.

In order to become licensed as a veterinarian in Canada, a student graduating from an AVMA-COE accredited program must pass the NAVLE. Additional information on becoming licensed in Canada is available at www canadianveterinarians net/resources/ national-examining-board.

RUSVM DVM graduates may be eligible to practice veterinary medicine in other international locations. Check the country specific veterinary regulatory information for international licensure information.
CURRICULUM
In RUSVM’s clinical curriculum, each subject area receives comprehensive, in-depth coverage commensurate with contemporary veterinary educational trends. The curriculum provides clinical correlation and examples of clinical relevance throughout the instructional program.

RUSVM contracts with AVMA-COE accredited schools and colleges of veterinary medicine in the United States, Canada, Ireland, Australia and soon to include other international locations, to provide the Clinical Training curriculum for its students.

RUSVM is not liable for course equivalency for a RUSVM student transferring to another institution. RUSVM course equivalency for other institutions is solely determined by the institution to which a RUSVM student transfers.
## Degree Programs – Doctor of Vet Medicine (continued)

### Pre-Clinical Curriculum & Course Descriptions

2019 and Beyond

Curriculum information for those students expected to graduate after 2018.

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PRE-CLINICAL COURSE DESCRIPTIONS

SEMESTER 1

**VMI 5102**
**VETERINARY PROFESSIONAL FOUNDATIONS I (1 CREDIT)**
Provides entry-level DVM students with a strong grounding in professional skills. Students will be supported in developing core competencies, which contribute to success as a member of the veterinary profession. Topics include: communication skills, ethical decision-making, professionalism, financial planning, information seeking diversity, and multicultural awareness and goal setting.

**VMI 5112**
**ESSENTIAL VETERINARY SKILLS A (1 CREDIT)**
A practical course providing multi-species instruction in foundational skills (animal handling and examination, hand skills, communication, professionalism) in a vertically-integrated fashion that builds in complexity over multiple semesters using live animal handling and examination as well as model and simulation-based experiences. Course continues through Semesters 1-6.

**VMA 5111**
**MICROSCOPIC ANATOMY AND EMBRYOLOGY (4 CREDITS)**
Concentrates on the study of cell biology, cell physiology and the microscopic structure of cells, tissues, and organs of domestic animals. Students use dual-viewing microscopes and digital images in laboratories to study the structure of basic tissue types and their integration into organs and organ systems. The lectures correlate microscopic and gross anatomy with function and development of organ systems. Selected embryology topics focus attention on common developmental anomalies encountered by veterinarians.
VMA 5113
GROSS ANATOMY (4 CREDITS)
Focuses on the comparative gross anatomy of domestic animals including canine, equine and ruminant, with minor emphasis on feline and porcine. Laboratories utilize embalmed canine cadavers for dissections. Prosections are used for other species. Also integrated into the course are normal radiographic anatomy, and instrument handling labs. The lectures provide overviews of the main concepts or hard-to-explain details. Topics covered in the first semester include osteology and muscle systems of the limbs, anatomy of the thorax and abdomen and nervous system.

VMA 5114
PRINCIPLES OF INFECTIOUS DISEASES (2 CREDITS)
Focuses on the fundamentals of microbiological pathogens and infectious disease principles, in preparation for subsequent courses in bacteriology and mycology, virology, and parasitology. The topics covered will include basic overviews of what defines pathogens as compared to normal flora, virulence components and pathogenicity, host defenses against pathogens, immune evasion strategies of infectious agents, importance of vectors and reservoirs in disease transmission, zoonoses, herd health and preventative strategies, microbial genetics, and clinical microbiology and diagnostic methodologies. Throughout the course, students will be exposed to RUSVM research faculty who actively investigate infectious diseases and can offer additional research opportunities.

VPP 5123
PHYSIOLOGY I (4 CREDITS)
Focuses on neurologic and muscular physiology, with particular emphasis on neurotransmitters, and the behavior of membrane receptors and channels. Cardiovascular physiology, with particular emphasis on the electrical and mechanical activities of the heart, blood pressure and trans-capillary transport; blood, with special emphasis on the formation and function of the formed elements as well as the removal of old and worn out red blood cells from the circulation; coagulation and anti-coagulation mechanisms. Respiratory physiology.

VMR 5132
PRINCIPLES OF RESEARCH (1 CREDIT)
Designed to help students learn about fundamentals of research, including experimental planning and design, research bias, alternatives to animal use and animal welfare, the One Health concept, granting agencies, the components of grant writing and review process, types of research, IACUC, IRB, post-award considerations, how to conduct a research project, analysis of data and interpretation of experimental results, types of data presentations, manuscript preparation, critical evaluation of the scientific literature and on-line resources, and how this knowledge is used in the practice of evidence-based medicine. Students are exposed to active RUSVM research faculty and student research associates throughout the course.
DEGREE PROGRAMS – DOCTOR OF VET MEDICINE (CONTINUED)

SEMESTER 2

VMI 5212
ESSENTIAL VETERINARY SKILLS B (1 CREDIT)
A practical course providing multi-species instruction in foundational skills (animal handling and examination, hand skills, communication, professionalism) in a vertically-integrated fashion that builds in complexity over multiple semesters using live animal handling and examination as well as model and simulation-based experiences. Course continues through Semesters 1-6.

VMA 5216
GROSS ANATOMY II (4 CREDITS)
Continues the Gross Anatomy I course. Comparative gross anatomy of the domestic animals focusing on canine, equine and ruminant as well as the avian species, with minor emphasis on the feline and porcine. Laboratories utilize embalmed canine cadavers for dissections. Prosections are used for other species. Also integrated into the course are normal radiographic anatomy. Topics covered in the second semester include anatomy of the pelvic cavity/reproductive tract, innervation and vasculature of the limbs, anatomy of the head/neck, avian anatomy and a clinical neuroanatomy component.

VPP 5223
PHYSIOLOGY II (4 CREDITS)
Focuses on renal and acid-base physiology; the gastrointestinal system, with emphasis on mechanisms and control of exocrine and endocrine secretions; the endocrine system, with emphasis on regulation of carbohydrate, fat and protein metabolism; and the reproductive system, including pregnancy and neonatal physiology.

VMP 5253
IMMUNOLOGY (3 CREDITS)
Covers basic defense mechanisms, diseases of the immune system and the role of immunity in diseases of domestic animals. Serological and other immunological tests, and their application in laboratory diagnosis of diseases, are covered.

VMP 5265
PARASITOLOGY (3 CREDITS)
Emphasizes major parasite taxonomic groups by host species. Helminthic, arthropod and protozoan parasites that affect domestic animals in North America are covered. Lectures are organized by host species and stress parasite identification, life cycles, pathogenesis and lesions, clinical signs, diagnosis and prevention and treatment of parasites. Laboratories focus on identification of the parasites and lesions they produce. Lectures and laboratories are integrated to achieve course objectives.

VMP 5252
CASE BASED STUDIES I (2 CREDITS)
Using a case-based approach this course integrates basic and clinical sciences by incorporating conditions commonly seen in the practice of veterinary medicine to emphasize topics of anatomy, immunology, physiology, parasitology and infectious diseases. Students progressively enhance their critical thinking and problem-solving skills as they generate problem lists, formulate differential diagnoses, and develop diagnostic plans. Course continues through Semesters 2-5.
SEMESTER 3

**VMI 5312**
ESSENTIAL VETERINARY SKILLS C (1 CREDIT)
A practical course providing multi-species instruction in foundational skills (animal handling and examination, hand skills, communication, professionalism) in a vertically-integrated fashion that builds in complexity over multiple semesters using live animal handling and examination as well as model and simulation-based experiences. Course continues through Semesters 1-6.

**VPP 5431**
APPLIED ANIMAL NUTRITION (3 CREDITS)
This course reviews the basic feed constituents, energy, protein, fiber, minerals and vitamins; concepts in feed labeling; the characteristics of feeds used in animal feeding; animal management; and feeding guidelines for cats, dogs, cattle, small ruminants, horses and swine. The course incorporates real-life case examples and a few out-of-class assignments to reinforce important concepts.

**VPA 5341**
PATHOLOGY I (4 CREDITS)
Introduces the terminology of disease, mechanisms of disease from both causal and tissue-response aspects, systemic pathology based on etiopathogenesis, and gross and microscopic appearance of lesions. Lectures, histopathology slides (real and virtual), necropsies and abattoir specimens are employed.

**VMP 5351**
BACTERIOLOGY AND MYCOLOGY (3 CREDITS)
Concentrates on diseases in domestic animals caused by pathogenic bacteria and fungi. Lectures emphasize basic properties of microorganisms, including identification and pathogenesis. Laboratory instruction includes basic bacteriology/mycology laboratory techniques, with hands-on application of identifying those organisms in the form of standard staining and microscope techniques, plating of cultures and simple methods of identification of bacteria.

**VMP 5355**
VIROLOGY (3 CREDITS)
Covers the basic properties of animal viruses including classification, genetics, pathogenesis and diagnosis of viral diseases using laboratory methods. Control and prevention of viral diseases are discussed.

**VMP 5352**
CASE BASED STUDIES II (2 CREDITS)
Using a case-based approach this course integrates basic and clinical sciences by incorporating conditions commonly seen in the practice of veterinary medicine to emphasize topics of anatomy, immunology, physiology, parasitology and infectious diseases. Students progressively enhance their critical thinking and problem-solving skills as they generate problem lists, formulate differential diagnoses, and develop diagnostic plans. Course continues through Semesters 2-5.
DEGREE PROGRAMS – DOCTOR OF VET MEDICINE (CONTINUED)

SEMESTER 4

VMI 5412
ESSENTIAL VETERINARY SKILLS D (1 CREDIT)
A practical course providing multi-species instruction in foundational skills (animal handling and examination, hand skills, communication, professionalism) in a vertically-integrated fashion that builds in complexity over multiple semesters using live animal handling and examination as well as model and simulation-based experiences. Course continues through Semesters 1-6.

VPP 5431
APPLIED ANIMAL NUTRITION (3 CREDITS)
This course reviews the basic feed constituents, energy, protein, fiber, minerals and vitamins; concepts in feed labeling; the characteristics of feeds used in animal feeding; animal management; and feeding guidelines for cats, dogs, cattle, small ruminants, horses and swine. The course incorporates real-life case examples and a few out-of-class assignments to reinforce important concepts.

VPA 5443
PATHOLOGY II (5 CREDITS)
Continues systemic pathology of food and companion animals. Disorders are categorized by organ system emphasizing etiopathogenesis, gross and microscopic lesions, and sequelae. Lectures, histopathology slides (real and virtual), necropsies and abattoir specimens are employed.

VPA 5448
CLINICAL PATHOLOGY (5 CREDITS)
Students learn how to use laboratory data to make a diagnosis. They are expected to understand the underlying pathophysiology of laboratory abnormalities, understand how tests are selected, the technology used to generate data, and most importantly, how to interpret and integrate test results, including hematology, cytopathology, and clinical biochemistry.

VMS 5475
VETERINARY PUBLIC HEALTH AND EPIDEMIOLOGY (3.5 CREDITS)
Provides students with the fundamentals of epidemiologic theory as a means of understanding how epidemiology can be used in veterinary medicine. Introduces the concepts of emerging infectious diseases, bioterrorism and disaster medicine, as well as the epidemiology of various zoonotic diseases. Important aspects of public health such as milk hygiene, humane slaughter, meat inspection and food-borne diseases are also discussed.

VPP 5334
PHARMACOLOGY (4.5 CREDITS)
Focuses on general principles of pharmacology, together with drugs acting on the autonomic and central nervous systems, muscle relaxants, local anesthetics and nonsteroidal anti-inflammatory drugs.
DEGREE PROGRAMS – DOCTOR OF VET MEDICINE (CONTINUED)

SEMESTER 5

VMI 5512
ESSENTIAL VETERINARY SKILLS E (1 CREDIT)
A practical course providing multi-species instruction in foundational skills (animal handling and examination, hand skills, communication, professionalism) in a vertically-integrated fashion that builds in complexity over multiple semesters using live animal handling and examination as well as model and simulation-based experiences. Course continues through Semesters 1-6.

VPP 5538
TOXICOLOGY (3 CREDITS)
Studies toxicants and poisonous plants of significance to livestock and companion animals, including their source, properties, toxicity, toxicokinetics, mechanism of toxicologic damage, detection, diagnosis and treatment.

VMS 5573
DIAGNOSTIC IMAGING (4 CREDITS)
Provides an overview of the physics of diagnostic radiology, the principles of veterinary radiography and quality control of radiographs. Normal radiographic findings and anatomy in small animals plus radiographic features and patterns as they relate to diseases are also covered. An introduction to equine radiography and diagnostic ultrasound is included, along with an introduction to alternate imaging techniques.

VMS 5577
ANESTHESIOLOGY (4 CREDITS)
Introduces the principles of general and local anesthesia of small and large animals. The etiology, diagnosis and treatment of fluid and acid-base disorders are discussed, as well as the recognition, treatment and prevention of anesthetic emergencies. Laboratory sessions provide students with experience in small animal anesthesia, in addition to demonstrations of monitoring equipment, mechanical ventilation and large animal general anesthesia.

VMS 5585
SMALL ANIMAL MEDICINE I (7 CREDITS)
Focuses on disorders of the cardiovascular, endocrine and neurological systems as well as selected infectious diseases. The important conditions of dogs and cats are discussed according to their pathophysiology, clinical signs, diagnosis, differential diagnoses, treatment and prognosis.

SEMESTER 6

VMI 5612
ESSENTIAL VETERINARY SKILLS F (1 CREDIT)
A practical course providing multi-species instruction in foundational skills (animal handling and examination, hand skills, communication, professionalism) in a vertically-integrated fashion that builds in complexity over multiple semesters using live animal handling and examination as well as model and simulation-based experiences. Course continues through Semesters 1-6.
ENGLISH LINGUAL (4 CREDITS)

VMS 5698
AVIAN AND EXOTIC ANIMAL MEDICINE (2 CREDITS)
Allows students to gain insight into the roles and responsibilities of veterinarians with respect to diseases, husbandry, surgery and medicine, as well as aspects related to public health in the context of pet birds and non-traditional species, including reptiles, rodents, ferrets and rabbits.

VMS 5649
SMALL ANIMAL SURGERY (4 CREDITS)
Focuses on the major pathophysiologic changes, diagnostic procedures and treatments of surgical diseases and conditions of the dog and cat. Emphasis will be on the integration and utilization of this information in clinical decision-making. Instruction is based on lectures and reading assignments.

VMS 5650
SURGERY LABORATORY I (2 CREDITS)
Comprises one laboratory period and one hour of lecture or discussion each week. The laboratories cover aseptic technique, instrument handling, surgical knots and suturing, as well as bandaging and cast application in multiple species. A review of anesthesia is conducted and a competency examination is administered. Students must also demonstrate competency during a practical examination, using the ROSSIE model of canine ovariohysterectomy. Students must pass these competency examinations to pass the course. Additional practice hours are available in the Clinical Skills Laboratory throughout the semester. This is a pass/fail course.

VMS 5687
SMALL ANIMAL MEDICINE II (5 CREDITS)
Utilizes a problem-oriented approach to study common diseases of the eyes, kidneys, urinary tract, skin, gastrointestinal tract, liver, pancreas, respiratory system and blood as well as basic oncology for dogs and cats. Knowledge will be built on Pre-clinical studies such as anatomy, physiology and pathophysiology and will draw heavily on clinical pathology, pharmacology and toxicology. Medical diseases are arranged to coincide chronologically with surgical diseases of the same systems being taught in Small Animal Surgery.

VMS 5690
LARGE ANIMAL MEDICINE I (5 CREDITS)
Using a problem-oriented approach, the course focuses on the examination and diagnosis of diseases of particular relevance to the horse. The etiology, epidemiology, pathogenesis, clinical signs, clinical pathology, diagnosis therapy and control of diseases of horses are discussed. As much as possible systems are arranged to coincide chronologically with Small Animal Medicine and Small Animal Surgery.

SEMESTER 7
VMS 5775
THERIOGENOLOGY (4 CREDITS)
Integrates reproductive pathology, endocrinology, physiology, and pharmacology as they apply to the clinical diagnosis, treatment and prevention of reproductive disorders in domestic animals. Breeding soundness evaluation of males and females is also covered. By the end of the course, the student should be able to approach an obstetrical situation in any of the domestic animal species with the necessary background to diagnose, manage and resolve the condition. Students are also introduced to procedures and technologies used in pregnancy diagnosis, artificial insemination, and semen collection and evaluation.
DEGREE PROGRAMS – DOCTOR OF VET MEDICINE (CONTINUED)

VMS 5783
INTRODUCTION TO CLINICS (2 CREDITS)
Focuses on the techniques necessary to obtain clinical data, with emphasis on thorough physical examination and problem-oriented veterinary medical records. Clinical practical sessions utilize referral and general appointment cases. Students gain experience in common veterinary diagnostic techniques. Mandatory rotations include: equine, bovine 1 & 2, small animal clinics, emergency, clinical pathology, and grand rounds. Elective rotations include: small animal surgery, anesthesiology, communications, animal behavior, theriogenology, rehabilitation therapy, acupuncture, diagnostic imaging, advanced clinics, primate research, dentistry, ambulatory.

VMS 5793
LARGE ANIMAL MEDICINE II (5 CREDITS)
Focuses on the recognition, treatment and prevention of diseases of food-producing animals and camelids. The etiology, epidemiology, pathogenesis, clinical signs, clinical pathology, diagnosis, therapy and control of diseases of food producing animals are discussed. Management of the herd unit is emphasized.

VMS 5795
ESSENTIAL VETERINARY SKILLS G (4 CREDITS)
Focuses on surgery of farm animals, with emphasis on cattle and horses. In cattle, the alimentary, locomotor and reproductive systems are covered in detail. In the horse, the healing and treatment of wounds, lameness, dentistry, colic and the respiratory, urinary, male and female reproductive systems are covered.

VMS 5796
SURGERY LABORATORY II (2 CREDITS)
Provides training in preoperative planning, anesthesia, surgical techniques, operating room decision-making, and postoperative care via supervised procedures. Students entering this course should have a thorough knowledge of anatomy, physiology and pharmacology, as well as basic surgical skills and anesthesiology.

VMI 5704
VETERINARY PROFESSIONAL FOUNDATIONS II (1 CREDIT)
Provides an introduction to the subjects of veterinary professional ethics, law and business management relating to veterinary practice. Students are made aware of laws and regulations that control various aspects of veterinary medicine as well as the legal obligations involved in veterinary practice. Students are also given information concerning their career as a veterinarian that includes employment options within the profession, preparation of a resume, negotiating an employment contract, and options for internships and residencies. The importance of communication skills within veterinary practice is emphasized.

VLE 5701
LICENSING EXAMINATION PREPARATION (2 CREDITS)
This course provides opportunities to practice test-taking skills and enhance confidence necessary to take computer-based veterinary licensing exams. This course utilizes a flipped classroom delivery in which participants review material and complete online multiple-choice practice tests. Instructors lead weekly review sessions targeting selected topics.
ELECTIVE COURSES

**V1PG 0146B (2 CREDITS)**
DISASTER MANAGEMENT
This elective course provides knowledge of hazard and risk assessment; types of disasters, disaster planning and management, agencies involved in disaster management and their respective roles. The course also involves knowledge and practical application of the Incident Command System. Through discussions, case studies and a table top exercise, candidates will have the opportunity to examine lessons learnt from previous disasters as well as disaster preparation. No prerequisite.

**VMB 5001**
INTRODUCTION TO SEA TURTLE MEDICINE (1 CREDIT)
This course covers sea turtle natural history and biology, provides an understanding of the husbandry, nutrition, diagnostics, therapeutics, anesthesia, surgery, emerging diseases, mortality events and current ongoing research as they relate to sea turtles. The course includes an overview of the most common conditions requiring treatment seen in sea turtles, and recommendations for designing an effective and feasible treatment plan. Discussions will focus on recently published peer-reviewed research focused on sea turtle management and medicine. This elective course is offered once per year, during the Summer semester. 
Offered to Semesters 4-7.

**VMR 5011/22/33/44/55 (1-5 CREDITS)**
SPECIAL TOPICS IN RESEARCH
Students are introduced to various research experiences ranging from involvement in an approved intramural and/or extramural research project on campus, working with RUSVM faculty, to working several weeks or months at another institution, program or field investigation. Special topics are selected based on their research credibility and planned outputs. The level of involvement varies with the project, length of commitment and the student’s desires. This impacts the number of credits assigned in advance for the special topics electives.

**VMP 5001 (1 CREDIT)**
PARASITIC ZOONOSES (1 CREDIT)
The course covers major animal parasites of zoonotic potentials. It focuses water-borne, meat-borne, vector-borne, fish-borne, snailborne, crustacean-borne and plant-borne parasites. It also covers parasites causing larva migrans. Clinical manifestations, diagnosis, epidemiology of human disease and One Health approach for control and management for model parasites are discussed.

**VMS 5001**
INTRO TO SHELTER MEDICINE (1 CREDIT)
To provide students with an understanding of the vital role that veterinarians play in the overall health and well-being of shelter animals, as well as the importance of population medicine. Students will become familiar with medical and behavioral health and well-being of shelter animals, control of infectious disease, zoonotic diseases and public health, spay/neuter programs, the veterinarian’s role in animal cruelty and neglect cases, veterinary forensics, and disaster preparedness and community education.
**VMS 5384**  
INTRODUCTION TO VETERINARY ANIMAL BEHAVIOR (1 CREDIT)  
Introduces the principles of animal learning, and the application of behavior-modification techniques based on these principles. Includes an overview of the most common behavioral problems seen in companion animals and current treatment recommendations, designing an effective and feasible treatment plan, and integrating behavior into your practice.  
*Offered to Semesters 2-7*

**VMS 5390**  
BASIS OF ANIMAL PRODUCTION (1 CREDIT)  
This elective course covers the basic notions on animal production, specifically the major characteristics regarding husbandry and management in the different food-producing animals: Poultry, Swine, Dairy and Beef cattle, Sheep, Goat, and unconventional species. The course includes an overview on how different production systems work, what are their main characteristics and their productive cycle year-round and will also address existing differences between animal production systems. The elective will confer the students with animal production knowledge that will be of high importance to other courses like Theriogenology or Animal Nutrition.  
*Offered to Semesters 2-7.*

**VMS 5498**  
LAB ANIMAL MEDICINE I (1 CREDIT)  
Introduction to the field of laboratory animal medicine and science including: ethical use of laboratory animals in biomedical research and teaching, careers in laboratory animal medicine, husbandry and management of vivaria – the GUIDE, and information specific to rats, mice, hamsters, gerbils, guinea pigs, rabbits, nonhuman primates, ferrets, sheep, pigs and zebrafish.  
*Offered to Semesters 2-7.*

**VMS 5499**  
LAB ANIMAL MEDICINE II (1 CREDIT)  
Course provides an in-depth study into the field of laboratory animal medicine and science building upon the foundations of Lab Animal Medicine I.  
*Offered to Semesters 3-7.*

**VMS 5531**  
CLINICAL NUTRITION (1 CREDIT)  
This course is an introduction to the concepts of canine and feline clinical nutrition.  
*Offered to Semesters 5-6.*

**VAM 5001**  
AQUATIC VETERINARY MEDICINE I (1 CREDIT)  
The course will provide the students with a general understanding of aquaculture practices and instill the importance, and real need, for veterinarians to have aquatic veterinary medical knowledge, skills and experience in order to be able to assist with the increasing demands put on aquaculture and related industries (ornamental etc.) globally. AVM-I will focus more on Pre-clinical areas, such as the aquaculture industry, the aquatic environment, aquatic animal husbandry /rearing cycles, water quality, culture species and taxonomy, anatomy and physiology. There will also be an introduction to aquatic animal diseases, including disease prevention / aquatic biosecurity. There will be wet labs for the students to learn how to familiarize themselves with anatomy of finfish, molluscs and crustacean.  
*Offered to Semesters 3-7.*
**VAM 5002**

**AQUATIC VETERINARY MEDICINE II (1 CREDIT)**

The AVM elective courses will provide the students with a general understanding of aquaculture practices and instill the importance, and real need, for veterinarians to have aquatic veterinary medical knowledge, skills and experience in order to be able to assist with the increasing demands put on aquaculture and related industries (ornamental etc.) globally. AVM-2 will focus on clinical areas, such as the pathobiology and epidemiology of aquatic animal diseases. Diagnosis and treatment of aquatic animal diseases. Histopathology labs will be utilized to (1) demonstrate some typical diseases found in some common aquaculture species, such as finfish and invertebrates and (2) form part of the evaluation, i.e. being able to get the student to interpret the histopathology in certain unknown histology sections and offer an etiology for what they have observed. *Offered to Semesters 4-7*

**VMI 5010**

**BUSINESS MANAGEMENT FOR VETERINARIANS (1 CREDIT)**

The proposed Business Management Elective will include a series of lectures and case-based information that addresses a range of macroeconomic, microeconomic, and personal financial planning topics relevant to achieving a necessary understanding of the business of veterinary medicine, employment issues, and workplace environment surrounding veterinary medicine and the preparatory issues for new grads entering the workplace to be successful. Dr. John D. Tait MS (Finance) DVM MBA CFP, Certified in Business Valuation, Certified in Negotiation and Mediation would deliver the elective.

**VMI 50515**

**INTRODUCTION TO APPLIED WELLNESS TECHNIQUES (1 CREDIT)**

The elective introduces a variety of approaches to pre-clinical veterinary students that promote self-discovery and managing stress and anxiety while enhancing self-awareness and self-care. The program is highly experiential and engages students in meditation, guided imagery, breathing, and movement. Additionally, health and wellness topics will be presented. The first class will be 1 hour in length and provide an overview for the course. Subsequent classes will be 1.5 hours in length and meet once a week to learn and practice techniques, as well as discuss their experiences.

**SUMMARY OF RUSVM ACTIVITIES IN SUPPORT OF PLACEMENT OF GRADUATES**

The office of the Associate Dean for Clinical Affairs and Professional Opportunities provides support to students and recent graduates with regards to employment. Internships, new graduate employment opportunities and information about veterinary careers are communicated to senior students and those about to graduate via email and through RUSVM’s intranet. Alumni and recent graduates are provided this information via the RUSVM website. The Associate Dean works with prospective employers to ensure that the skills and the attributes of the RUSVM graduates are promoted amongst potential employers.

Additionally, 6th and 7th semester students have mandatory meetings to discuss NAVLE preparation and future employment options, and the pre-clinical curriculum includes the following courses to further support our students to prepare for professional careers through the Veterinary Professional Foundations I and II, and Licensing Examination Preparation courses.

The ATGE Office for Professional Development based in New Jersey offers additional support and information on résumé, cover letter writing and interview skills.
CLINICAL TRAINING AT AN AFFILIATED INSTITUTION
RUSVM contracts with AVMA-COE accredited schools and colleges of veterinary medicine in the United States, Canada, Ireland, UK Australia and New Zealand to provide clinical year training for its students.

In order to be eligible for promotion to the clinical year, RUSVM students must successfully complete the Pre-clinical curriculum at the St. Kitts campus.

All arrangements with the affiliate institution are handled by RUSVM (RUSVM students are not to contact these programs directly before they are placed). During clinical training, students remain enrolled in, and graduate from, RUSVM. Tuition is paid to RUSVM and not the affiliated institution.

RUSVM students are required to complete a minimum of 45 weeks of supervised and evaluated clinical curriculum with an affiliated school/college to be eligible for graduation. Clinical curriculum consists of Core, Elective and Externship rotations. With the recommended time interval for the rotations, RUSVM students spend a minimum of 20 weeks in the “core” clinical program. The remaining 25 weeks consists of electives at affiliated schools and externships. This time may be divided in a manner most opportune for scheduling at each affiliate school.

CORE ROTATIONS (MINIMUM 20 WEEKS):
1. Small Animal Medicine - Includes Preventive Health Maintenance/Community Practice (a minimum of 4 weeks)
2. Small Animal Surgery - (a minimum of 4 weeks)
3. Medical Services - Includes Anesthesiology and Diagnostic Imaging (a minimum of 4 weeks)
4. Diagnostic Services - Includes Clinical Pathology, Parasitology, Microbiology, Necropsy (diagnostic pathology) services (a minimum of 4 weeks)
5. Large Animal Medicine - A minimum of 4 weeks in one of the following:
   • Food Animal Medicine and/or Surgery: Includes Ambulatory Services, Theriogenology, and/or Food Animal Production Medicine where offered
   OR
   • Equine Medicine and/or Surgery: Includes Ambulatory Services where offered

DEFINITION OF TERMS:
Elective: is an evaluated rotation that is not required as part of RUSVM core program, or required by the affiliate to complete the DVM program. Many institutions define electives as non-core on-campus rotations or clerkships. Normally students will receive a grade (associated with a course number) after completion of an elective rotation.

Externship: is an off-campus supervised and evaluated learning experience. Normally students will receive a pass or fail in an externship.
Below is a list of some of RUSVM’s affiliate schools and colleges of veterinary medicine:

<table>
<thead>
<tr>
<th>AFFILIATED COLLEGES OF VETERINARY MEDICINE</th>
<th>LOCATION</th>
<th>WEBSITE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auburn University</td>
<td>Auburn, AL</td>
<td><a href="http://www.vetmed.auburn.edu">www.vetmed.auburn.edu</a></td>
</tr>
<tr>
<td>Colorado State University</td>
<td>Fort Collins, CO</td>
<td><a href="http://www.cvmbs.colostate.edu">www.cvmbs.colostate.edu</a></td>
</tr>
<tr>
<td>Cornell University</td>
<td>Ithaca, NY</td>
<td><a href="http://www.vet.cornell.edu">www.vet.cornell.edu</a></td>
</tr>
<tr>
<td>Iowa State University</td>
<td>Ames, IA</td>
<td><a href="http://www.vetmed.iastate.edu">www.vetmed.iastate.edu</a></td>
</tr>
<tr>
<td>Kansas State University</td>
<td>Manhattan, KS</td>
<td><a href="https://www.vet.k-state.edu/">https://www.vet.k-state.edu/</a></td>
</tr>
<tr>
<td>Louisiana State University</td>
<td>Baton Rouge, LA</td>
<td><a href="https://www.lsu.edu/vetmed/">https://www.lsu.edu/vetmed/</a></td>
</tr>
<tr>
<td>Lincoln Memorial University</td>
<td>Harrogate, TN</td>
<td><a href="https://www.lmunet.edu/college-of-veterinary-medicine/index.php">https://www.lmunet.edu/college-of-veterinary-medicine/index.php</a></td>
</tr>
<tr>
<td>Massey University</td>
<td>Palmerston North, New Zealand</td>
<td><a href="http://www.massey.ac.nz">www.massey.ac.nz</a></td>
</tr>
<tr>
<td>Michigan State University</td>
<td>East Lansing, MI</td>
<td><a href="http://www.cvm.msu.edu">www.cvm.msu.edu</a></td>
</tr>
<tr>
<td>Murdoch University</td>
<td>Perth, Australia</td>
<td><a href="http://www.murdoch.edu/Au/School-of-Veterinary-and-Life-Sciences/">www.murdoch.edu/Au/School-of-Veterinary-and-Life-Sciences/</a></td>
</tr>
<tr>
<td>North Carolina State University</td>
<td>Raleigh, NC</td>
<td><a href="http://www.cvm.ncsu.edu">www.cvm.ncsu.edu</a></td>
</tr>
<tr>
<td>Oklahoma State University</td>
<td>Stillwater, OK</td>
<td><a href="http://www.cvm.okstate.edu">www.cvm.okstate.edu</a></td>
</tr>
<tr>
<td>Oregon State University</td>
<td>Corvallis, OR</td>
<td><a href="https://vetmed.oregonstate.edu/">https://vetmed.oregonstate.edu/</a></td>
</tr>
<tr>
<td>Purdue University</td>
<td>West Lafayette, IN</td>
<td><a href="http://www.vet.purdue.edu">www.vet.purdue.edu</a></td>
</tr>
<tr>
<td>Royal (Dick) School of Veterinary Sciences, University of Edinburgh</td>
<td>Edinburgh, Scotland</td>
<td><a href="http://www.ed.ac.uk/vet">www.ed.ac.uk/vet</a></td>
</tr>
<tr>
<td>Texas A &amp; M University</td>
<td>College Station, TX</td>
<td><a href="https://vetmed.tamu.edu/">https://vetmed.tamu.edu/</a></td>
</tr>
<tr>
<td>The Ohio State University</td>
<td>Columbus, OH</td>
<td>vet.osu.edu</td>
</tr>
<tr>
<td>The Royal Veterinary College, University of London</td>
<td>London, United Kingdom</td>
<td><a href="http://www.rvc.ac.uk">www.rvc.ac.uk</a></td>
</tr>
<tr>
<td>Tufts University</td>
<td>North Grafton, MA</td>
<td><a href="https://vet.tufts.edu">https://vet.tufts.edu</a></td>
</tr>
<tr>
<td>University College Dublin</td>
<td>Dublin, Ireland</td>
<td><a href="http://www.ucd.ie/vetmed">www.ucd.ie/vetmed</a></td>
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<tr>
<td>University of California at Davis</td>
<td>Davis, CA</td>
<td><a href="http://www.vetmed.ucdavis.edu">www.vetmed.ucdavis.edu</a></td>
</tr>
<tr>
<td>University of Florida</td>
<td>Gainesville, FL</td>
<td><a href="http://www.vetmed.ufl.edu">www.vetmed.ufl.edu</a></td>
</tr>
<tr>
<td>University of Georgia</td>
<td>Athens, GA</td>
<td><a href="http://www.uga.edu">www.uga.edu</a></td>
</tr>
<tr>
<td>University of Illinois</td>
<td>Urbana-Champaign, IL</td>
<td><a href="http://www.cvm.uiuc.edu">www.cvm.uiuc.edu</a></td>
</tr>
<tr>
<td>University of Melbourne</td>
<td>Melbourne, Australia</td>
<td><a href="http://www.unimelb.edu.au">www.unimelb.edu.au</a></td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>St. Paul, MN</td>
<td><a href="http://www.cvm.umn.edu">www.cvm.umn.edu</a></td>
</tr>
<tr>
<td>University of Missouri</td>
<td>Columbia, MO</td>
<td><a href="http://www.cvm.missouri.edu">www.cvm.missouri.edu</a></td>
</tr>
<tr>
<td>Université de Montréal</td>
<td>Quebec, Canada</td>
<td><a href="http://www.umontreal.ca/en/">www.umontreal.ca/en/</a></td>
</tr>
<tr>
<td>University of Saskatchewan</td>
<td>Canada</td>
<td><a href="http://www.usask.ca">www.usask.ca</a></td>
</tr>
<tr>
<td>University of Sydney</td>
<td>Sydney, Australia</td>
<td>sydney.edu.au/vetscience</td>
</tr>
<tr>
<td>University of Tennessee</td>
<td>Knoxville, TN</td>
<td><a href="https://vetmed.tennessee.edu/">https://vetmed.tennessee.edu/</a></td>
</tr>
<tr>
<td>University of Wisconsin</td>
<td>Madison, WI</td>
<td><a href="http://www.vetmed.wisc.edu">www.vetmed.wisc.edu</a></td>
</tr>
<tr>
<td>Virginia Polytechnic Institute/Virginia-Maryland Regional College of Veterinary Medicine (Virginia Tech)</td>
<td>Blacksburg, VA</td>
<td><a href="http://www.vetmed.vt.edu">www.vetmed.vt.edu</a></td>
</tr>
</tbody>
</table>
DEGREE PROGRAMS – POSTGRADUATE STUDIES

POSTGRADUATE STUDIES
RUSVM offers a Doctoral (PhD) by Research degree program and both a Master of Science (MSc) by Coursework in One Health (online) and a Master of Science (MSc) by Research degree program. The MSc by Research degree program is most likely to benefit applicants going on to pursue a Doctoral degree. The MSc by Coursework in One Health (online) degree program consists of one year of full-time study with a required research project and thesis, and is similar to programs offered in the USA and Canada. Part-time study options over 2 and 3 years are also offered.

Postgraduate students (referred to as “Candidates”) appointed into postgraduate degree programs will embody an essential group of attributes that will be required to ensure the successful completion of the degree program, within a reasonable timeframe and ensure a competent career ready graduate. RUSVM, through research supervisors and Master of Science by Coursework advisors/teaching staff, provides clear, detailed and accessible information to candidates. Supervisors and Master of Science by Coursework advisors/teaching staff are directly involved in managing candidate progress and professional development.

ACADEMIC POLICIES
The Postgraduate Degree Regulations set out the regulatory framework by which postgraduate degree programs are governed.

ENROLLMENT
Candidates must enroll at the beginning of their study period by accepting their offer letter and thereafter on their attendance anniversary each year of their registration by emailing postgrad@rossvet.edu.kn and indicating any change of personal information. For degree programs longer than 1 year, this must be conducted until graduation.

A candidate may not repeat a semester of study if his or her progress has been unsatisfactory. Extensions to the prescribed period of study may be granted by the Postgraduate and Research Committee.

FINANCIAL INFORMATION
TUITION AND FEES
All tuition and fees are listed in U.S. currency. Amounts are subject to change and additional fees may be charged for special features and/or services.

Application Fee
There is no application fee for the postgraduate degree programs.

Tuition
Postgraduate Degree Programs
2019-2020 Academic Year
Tuition – MSc by Coursework in One Health
$9,000 Program Fees (Options 1, 2, 3-year program)

Tuition – MSc by Research (3 semesters)#
$3,000 Per semester: tuition for full-time students
Tuition – PhD (9 semesters)

$3,000  Per semester: tuition for full-time students

Please see the Student Handbook for tuition and refund policies.

Research degrees (Master of Science by Research and PhD) are subject to availability of supervisors, equipment and research costs.

+ Prorated for part-time students (50% for 2-year option; 33% for 3-year option).

# Prorated for part-time students (50%)

RUSVM’s postgraduate degree programs are not eligible for U.S. Federal loans or financial aid.

Candidates must on the occasion of each semester pay the tuition fee due, at the date of payment, for the semester concerned. Candidates will be billed for the entire year. Candidates have the right to request an installment plan.

OTHER EDUCATIONAL EXPENSES

Educational Materials: Candidates are responsible for purchasing required textbooks, supplies, and equipment. The average cost for educational materials is dependent on the program of study and is traditionally no more than $400 per semester.

Health Insurance: Candidates in the Masters or PhD by Research Programs are encouraged to have health insurance while enrolled at RUSVM. RUSVM offers candidates an insurance plan at $903.67 per semester. If a candidate provides proof of insurance coverage, the requirement to purchase insurance from RUSVM can be waived.

Late Fees: Late fees may be assessed for late payment of tuition. For specific information, please consult the Student Handbook.

For additional information regarding total program costs, please refer to the program home page at http://veterinary.rossu.edu/student-consumer-information.html
LIVING EXPENSES
Candidates must plan on the cost of rent and utilities when on-island, which will vary based on factors such as location and whether there are roommates. Food and incidental costs must also be budgeted.

Transportation to/from St. Kitts: Immigration requires candidates entering St. Kitts to have a return airline ticket.

FINANCIAL OBLIGATIONS
Tuition and fees are billed approximately 45 days in advance of each semester and are due 15 days before the start of the semester. Postgraduate degree candidates in receipt of external funding must provide evidence of the financial support of which they are in receipt. RUSVM has the right to withhold services and academic certification from a candidate whose account is overdue.

REFUND POLICY FOR WITHDRAWALS
A withdrawal occurs when a candidate’s enrollment is permanently discontinued or interrupted without an authorized leave of absence in accordance with the policies and procedures outlined in the Student Handbook. The effective date of withdrawal is normally the date the candidate notifies the institution of the withdrawal or candidate’s last academically related event attended.

Although a leave of absence may be authorized in limited circumstances, failure to return to school from a leave of absence on the date specified is considered a withdrawal as of the last academically related event attended or the determined withdrawal date. Any leave of absence must be requested and approved in advance and may not exceed 3 semesters (1 year). An interruption of enrollment status that does not qualify as a leave of absence is considered a withdrawal as of the last date of academically related activity.

Candidates that are withdrawn, administratively withdrawn, dismissed, suspended, they may be entitled to a tuition refund. Candidates are refunded on a semester basis based on number of months enrolled in the degree program. Stipends are exempt from the tuition fee policy.

Below is a breakdown of semester-based withdrawal refunds. Please note that health insurance fees will not be adjusted. Candidate association fees, will not be refunded.

- Month 1: 75% tuition adjustment
- Month 2: 50% tuition adjustment
- Month 3: 25% tuition adjustment
- Month 4: No adjustment

Please note that tuition adjustments may create a credit balance on the candidate account. If a candidate has borrowed private loan funds, a loan return will be issued to the private loan lender as those monies are no longer needed to pay tuition.
DEGREE PROGRAMS – POSTGRADUATE STUDIES (CONTINUED)

MASTERS OF SCIENCE BY COURSEWORK IN ONE HEALTH DEGREE PROGRAM

The MSc by Coursework in One Health by Coursework (MSc One Health) degree program is research-informed and candidates will benefit from the expertise of world-renowned experts. The program includes residential and online taught components as well as a research project leading to the presentation of a thesis.

The course-based MSc One Health degree program is designed to equip veterinarians, animal scientists, medical and biological scientists with an in-depth understanding of the principles of, and issues associated with, One Health. RUSVM is committed to a One Health approach to a sectoral and multidisciplinary research aimed at sustainably reducing the burden of zoonoses. Zoonoses and other diseases affecting livestock production and health have serious impacts on the economic growth, health and food security and alleviation of poverty in tropical and resource constrained countries. Candidates will also have the opportunity to explore the complex interplay of altered environments and infectious diseases as an increasing threat to agriculture, public health and endangered/threatened species, on a global basis.

ADMISSIONS CRITERIA

Admission is open to candidates with a professional veterinary or medical qualification or a degree or international equivalent in the biological, biomedical, environmental or ecological sciences. The degree program begins in January annually.

Applicants will be selected on the basis of their educational performance to date.

Due to the intensive nature of this degree program, a high-level of English proficiency is required and applicants whose native language is not English will be asked to provide evidence of proficiency through test scores and/or education/professional experience in the medium of English.

APPLICATION PROCESS

Applicants for this postgraduate degree program are invited to direct initial inquiries to postgrad@rossvet.edu.kn. Applicants are asked to submit an expression of interest, consisting of their curriculum vitae and a short (2 paragraphs) on their reasons for wishing to undertake this degree program.

If the applicants fulfill the minimum entry requirements, they will be asked to attend an interview by Skype, video-conference or teleconference. Successful interviewees will be asked to complete an application form and to submit supporting documentation. Offers of admissions at this stage are conditional upon completion of the attached application form, verification of your qualifications and receipt of satisfactory references. Once the information has been received and verified, the applicants will receive an unconditional offer of admissions, which they must accept in order to enroll.

CANCELLATION POLICY

If an applicant decides to withdraw his/her application prior to decision, the applicant must email the Research and Postgraduate Administrator (postgrad@rossvet.edu.kn) with that request. The Administrator will then deactivate the application.

The state of Missouri provides for a period during which admissions agreements with RUSVM may be cancelled by the candidate with refund of all monies paid. This cancellation period shall not be less than (3) days, not including Saturdays, Sundays, and holidays.
Cancellation of Courses

RUSVM operates under a lockstep curriculum. RUSVM’s curriculum is designed so classes are meant to be taken in a specific order, to bolster candidates’ knowledge and skills incrementally. As such, the general policy at RUSVM is that it does not cancel classes.

NEW STUDENT WELCOME PACKET MATERIALS

Once accepted to RUSVM, candidates receive information pertaining to access to online classes, reading materials and the residential (on-island) component.

LEARNING OUTCOMES

The MSc One Health degree program is designed to provide the skills and preparation needed for careers in a broad range of environments. The flexible program of study has particular strengths in:

- tropical animal health and diseases
- the intersection of animal health and human health
- epidemiology
- conservation medicine
- food safety
- animal health program management
- animal disease investigation
- research and diagnostic methods
- the interface between domestic animals and wildlife
- delivery of veterinary services

On completion of the degree program the candidates will have gained knowledge, research skills and research experience in topics relevant to the broad field of One Health. The program provides graduates the background and experience to assess, investigate and manage animal health and zoonotic disease risks, to design and execute targeted research in animal health, and to manage veterinary intervention in the control and prevention of animal disease. Within the degree program the candidate will have had the opportunity to focus on an area of interest, such as area disease control, vector borne diseases, zoonotic infections or conservation medicine.

Candidates will acquire and enhance intellectual skills in scientific assessment and research methodology, as well as practical skills in communication, organization and scientific writing.

DELIVERY

The program of study is characterized by a well-designed set of core courses and a flexible choice of elective courses to meet the demands of the field and the goals of the students. The taught component will be instructed by distance learning via eCollege®, RUSVM’s Virtual Learning Environment. Candidates will be taught by RUSVM faculty and specialist modules may be delivered by RUSVM’s partner institutions.

The MSc by Coursework in One Health degree program requires 42 credits, obtained through coursework and a project, leading to the submission of a thesis. Candidates are required to undertake specified core courses amounting to 23 credits.

The research project may be carried out in St. Kitts and Nevis or in other locations, as appropriate, under the supervision of a RUSVM faculty member. The research component may be desk-based, lab-based or through fieldwork and will result in the submission of a thesis. A short residential (max. 1 week) component will allow the candidate cohort to share their perspective and dissertation work to the RUSVM research community.
Assessment will be conducted through traditional and novel methods suited to an online delivery mode and will include, for example, essays, critical review of peer-reviewed articles, online tests and quizzes, blog writing, research proposal writing, research/fieldwork journal development, group discussions, group project work and social media interactions.

Assessment of the dissertation stage will be conducted on a portfolio of projects or dissertation submitted. It should comprise either a satisfactory record of research undertaken by the student, or a satisfactory critical survey of knowledge in the field of study, or both, combined with a satisfactory plan for a more advanced research project; and show competence in the appropriate method of research and an adequate knowledge of the field of study. The work must be satisfactory in its literary presentation and include adequate references.

The assessed work, including the dissertation, should be equivalent to but not exceeding 30,000 words. The thesis must be submitted within a maximum of 3 months after the completion of the prescribed program of study unless an extension is granted by the director of Postgraduate Studies.

For MSc One Health, the grading system is as follows:

<table>
<thead>
<tr>
<th>GRADE</th>
<th>GRADE RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>93% or higher</td>
</tr>
<tr>
<td>A-</td>
<td>90%-92.9%</td>
</tr>
<tr>
<td>B+</td>
<td>87% to 89.9%</td>
</tr>
<tr>
<td>B</td>
<td>83% to 86.9%</td>
</tr>
<tr>
<td>B-</td>
<td>80% to 82.9%</td>
</tr>
<tr>
<td>C+</td>
<td>77% to 79.9%</td>
</tr>
<tr>
<td>C</td>
<td>73% to 76.9%</td>
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<tr>
<td>C-</td>
<td>70% to 72.9%</td>
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<tr>
<td>D+</td>
<td>67% to 69.9%</td>
</tr>
<tr>
<td>D</td>
<td>63% to 66.9%</td>
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<tr>
<td>D-</td>
<td>60% to 62.9%</td>
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<tr>
<td>F</td>
<td>Below 60%</td>
</tr>
</tbody>
</table>

Candidates are evaluated based on the following criteria:

- Examinations
- Completion of assignments, including practicals
- Class and threaded discussion participation
- Academic honesty and professional demeanor
- Professionalism and the ability to effectively work with others in a team environment
WRITTEN AGREEMENTS BETWEEN INSTITUTIONS

Ross University School of Veterinary Medicine (RUSVM) has a written agreement with Chamberlain University to share courses within RUSVM’s Master of Science by Coursework in One Health (MSc One Health). The proportion of the degree program that is taught by Chamberlain is noted in the table below. There are no additional costs incurred by RUSVM students as a result of enrolling in a degree program at RUSVM that is taught, in part, by Chamberlain. ©2019 Ross University School of Veterinary Medicine. All rights reserved.

<table>
<thead>
<tr>
<th>Degree Program</th>
<th>Credits Provided by RUSVM</th>
<th>Credits Provided by Chamberlain</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSc One Health</td>
<td>85% (36 credits)</td>
<td>15% (6 credits)</td>
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</tbody>
</table>

CURRICULUM

A curriculum plan for the Master of Science by Coursework in One Health is provided below. One year full time, or two and three year part time options available. 42 credit program, commencing each January.

**Spring 2019 (7th Jan – 18th April)**

**CORE:**
- VETPG140 One Health & Systems Approaches (1)
- VETPG141 Biostatistics & Epidemiology (5)
- VETPG142 Research Project Design (2)

**CHOOSE TWO**
(3 credit courses from Chamberlain MPH)
- MPH 503 Advocacy in Public Health Policy and Law
- MPH 504 Cultural Competency and Global Public Health
- MPH 506 Environmental Health in Public Health

**14 credits**

**Summer 2019 (6th May – 15th August)**

**CORE:**
- VETPG143 Conservation Medicine (3)
- VETPG144 Surveillance & Diagnostics (3)
- VETPG145 Zoonoses (3)
- VETPG150 Scientific Writing & Communications (1)

**CHOOSE ONE**
(2 credit courses)
- VETPG146A Safety of Food of Animal Origin
- VETPG146B Disaster Management
- VETPG146C Animal Health Program Management

**12 credits**

**Fall 2019 (2nd Sept – 12th December)**

**CORE:**
- VETPG147 Capstone Research & Mini-dissertation (15)
- VETPG148 Remote One Health Week Workshops Sessions (1)

**16 credits**
MODULE DESCRIPTIONS

VETPG-140
ONE HEALTH & SYSTEMS APPROACHES (1 CREDIT)
In this course, One Health will be defined and placed in an historical context. The meaning of using a One Health approaching to research, policy, development and other aspects of animal, human and environmental health will be explored with current One Health advocates describing how they use One Health within their work. The complexity of One Health and the need for a systems approach to addressing animal, environmental and human health issues will be discussed using current literature and case examples. The importance of collaborations, networks and teams in implementing One Health approaches also will be stressed. Short videos and assigned reading material will be supplemented with discussions. Participation in the discussions is a key component of this course.

VETPG-141
BIOSTATISTICS AND EPIDEMIOLOGY (5 CREDITS)
This course examines the principles of Biostatistics and Epidemiology for One Health practitioners. Through lectures, hands-on practical exercises and discussions, students will develop knowledge of descriptive and inferential statistics. The course will also provide students the opportunity to gain a strong foundation in the use and interpretation of biostatistics. In the second part of the course (Weeks 8-14) the focus will be on epidemiological causal concepts; principles of sampling; questionnaire design, measures of disease frequency; observational studies and bias; measures of association; systematic reviews and participatory epidemiology.

VETPG-142
RESEARCH PROJECT DESIGN (2 CREDITS)
This course addresses the concepts and practicalities associated with the design and conduct of high-quality research projects. At the end of the course, students will be able to understand the principles of research design, formulate and present a research proposal; provide critiques of papers and grant proposals, respond constructively to critiques, develop a research poster and acquire basic skills in project management. This course is expected to serve as preparation for the Capstone research project and dissertation (VETPG-147).

VETPG-143
CONSERVATION MEDICINE (3 CREDITS)
This course will provide students with practical and theoretical knowledge of the basic principles of conservation biology and medicine such as interrelatedness of ecosystem health, animal health, and human health; emerging infectious diseases across species taxa (e.g. non-human primates, fish, reptiles, birds); human behavior and ecosystem health; and wildlife disease surveillance.

The course will also include case studies on national legislations or programs on conservation medicine, the role of agencies/entities (governmental, private sector, etc.) in conservation medicine and ecosystem health, historical and cultural perspectives towards endangered species and ecosystems communities in the country of focus. Through discussions, group work and assignments, students will have to demonstrate specialist knowledge of a specified conservation medicine/ecosystem health issue and the ability to plan, implement, and evaluate mechanisms to mediate risks and benefits as well as the ability to identify relevant necessary collaborations for conservation medicine/ecosystem health and to communicating the principles of conservation medicine and ecosystem health concepts to different population groups using appropriate media.
VETPG-144
SURVEILLANCE & DIAGNOSTICS (3 CREDITS)
This course addresses methods for disease surveillance and diagnostics tools. It will prepare One Health practitioners from diverse backgrounds to examine the validity, appropriateness and output for surveillance and diagnostic tools available to them. In particular, students will have the opportunity to gain critical knowledge through online lectures, discussions and case studies on types of surveillance, surveillance systems at national and international level, reportable and notifiable diseases, surveillance system design and evaluation, challenges and opportunities of implementing one health surveillance programs, syndromic surveillance and the application of GIS in spatio-temporal surveillance. The course will also have a strong emphasis on principles of diagnostic methods as it relates to surveillance and health monitoring. This will include: the interrelatedness of diagnostic methods, the role of diagnostic methodology in surveillance programs; interpretation and use of diagnostic method results for One Health communication and the contribution of diagnostic methodology policy changes in One Health. Students will also develop the ability to identify relevant collaborations necessary to perform diagnostic testing and surveillance of human and animal health. As a critical skill for One Health practitioners, students will be expected to present on their work throughout the course. Presentations using different media will include examples of country-specific practices drawing on the student’s local environment and hence allowing peer-to-peer international perspective- and idea- sharing.

VETPG-145
ZOOONES (3 CREDITS)
This course will provide student with knowledge of infectious/zoonotic disease, including detection of zoonotic diseases, specific zoonotic diseases (viral, bacterial, parasitic, prion and mycological), prevention and control of zoonotic disease and the importance and cost of zoonotic disease on a global scale. Due to interface of human healthcare professionals, animal health professionals and biomedical scientists in zoonotic diseases, the course will explore the importance of complementary and synergistic approaches, drawing on perspectives from different professions to identify, control and prevent zoonoses.

VETPG-146A
SAFETY OF FOODS OF ANIMAL ORIGIN (2 CREDITS)
This elective course will provide knowledge on the principles of food safety management, focusing on meat and other animal food products. Discussion topics and case-studies will include meat safety, milk hygiene, handling, storage and exportation of foods of animal origin, food safety management and evaluation systems, national and international legislations, standard practices, animal welfare and food safety risk analysis. As a critical skill for One Health practitioners, students will be expected to present on their work throughout the course. Presentations using different media will include examples of country-specific practices drawing on the student’s local environment and hence allowing peer-to-peer international perspective- and idea- sharing.

VETPG-146B
DISASTER PREPAREDNESS (2 CREDITS)
This elective course provides knowledge of hazard and risk assessment; types of disasters, disaster planning and management, agencies involved in disaster management and their respective roles. The course also involves knowledge and practical application of the Incident Command System. Through discussions, case studies and a table top exercise, students will have the opportunity to examine lessons learnt from previous disasters as well as disaster preparation. No prerequisite.
VETPG-146C
ANIMAL HEALTH PROGRAM MANAGEMENT (2 CREDITS)
This elective course will allow students to develop specialist knowledge in animal health governance at international, regional and country level; the animal trade and sanitary/phyto-sanitary measures; reportable and notifiable diseases; control strategies used for trans-boundary diseases and zoonoses, emerging and re-emerging diseases. Prerequisite: students are expected to have basic knowledge of animal health, gained through practical or educational experience.

VETPG-147
CAPSTONE RESEARCH PROJECT AND MINI-DISSERTATION (15 CREDITS)
Students will be required to undertake a research project, on their chosen topic or based on supervisor-led topics. The research project may be carried out in St. Kitts and Nevis or in the students’ locality, as appropriate, under the supervision of a RUSVM faculty member. The research component may be desk-based, lab-based or conducted through fieldwork and will result in the submission of a thesis (15,000-30,000 words). Through this supervised practical activity, students will gain specialist knowledge of the field of study and hands-on experience in conducting a research project. Students will also develop skills in literary presentation and scientific referencing. Prerequisite: All semesters 1 and 2 credit courses.

VETPG-148
REMOTE/RESIDENTIAL WEEK (1 CREDIT)
A week long remote or residential component will allow the students to share their knowledge and perspectives as well as presenting their project proposal plan to the RUSVM research community. Themed exercises will provide an enhanced foundation in collaborative working in this multidisciplinary field and will focus on defined One Health issues and an opportunity to gain experience of addressing One Health issues in the Caribbean Basin.

VETPG-150
COMMUNICATIONS (1 CREDIT)
This course will cover the fundamental skills required for various forms of scientific communications. Commencing with the use of search engines and reference managers, through to developing a literature review and writing, reviewing and editing scientific papers. Poster and oral communications for conferences as well as informal public speaking will be addressed, as well as how to develop your ePortfolio.

*MPH-503
ADVOCACY IN PUBLIC HEALTH POLICY AND LAW (3 CREDITS)
This course examines the impacts of economics, ethics, legal issues, political science, management, communications and technology on public health policymaking. Students explore contemporary issues in health policy through review of U.S. health policy development and factors that affect future health policy initiatives. Students are challenged to think systematically and critically about these issues and about various methods available to policymakers to improve the U.S. healthcare system.
*MPH-504
CULTURAL COMPETENCY AND GLOBAL PUBLIC HEALTH (3 CREDITS)
This course explores global and international dimensions of public health. Students consider epidemiological, political, behavioral, sociological, cultural and medical aspects associated with variations in health and disease of individuals and populations. Coursework examines a range of public health issues for developing countries and for affluent industrialized societies, and population-based public health approaches used in solving global health issues are introduced. In addition, students will examine assumptions made about their cultural competency and how to work with populations who might share different values than their own.

*MPH-506
ENVIRONMENTAL HEALTH IN PUBLIC HEALTH - 3 CREDITS
The course addresses factors associated with biological, physical and chemical environmental health issues. Students examine interaction among individuals, communities and the environment; the potential health impact of environmental agents; and specific applications of environmental health policies and practices. Also examined are approaches for assessing, preventing and controlling environmental health hazards.

* Courses delivered by the Chamberlain University from the Masters in Public Health program.

MASTER OF SCIENCE AND PHD BY RESEARCH DEGREE PROGRAMS
Our Faculty are actively engaged in research and will provide postgraduate students, (referred to as “candidates”), with new tools and ways of thinking that lead to innovation. Postgraduate candidates will be equipped with transferable research skills necessary to pursue a wide selection of careers in academia, industry, business or elsewhere. As postgraduate researchers, candidates will focus on a topic specific to one of our four Research Centers and be supervised by experienced faculty members. Postgraduate research students will be expected to show they can deliver and manage their research project and advance knowledge within their chosen discipline.

PROGRESS MONITORING
Postgraduate research degree programs are not credit-based and are assessed through the submission of a final thesis (and, for PhD candidates, an oral examination). However, to assist with the satisfactory progress of candidates, RUSVM undertakes a rigorous progress monitoring management of postgraduate candidates at defined milestones.

SUPERVISION OF AND EXPECTATIONS
RUSVM ensures that:

- Supervisors are adequately qualified to supervise postgraduate candidates at the qualification level the candidates are registered for;
- There is a sufficient number of experienced supervisors to support all candidates for the duration of their candidature; and
- Research supervision is formally and transparently recognized in workloads and RUSVM monitors the number of candidates that a member of faculty should supervise at any one time.
Principal supervisors will have:

- A degree at the level they are supervising or higher;
- The skills and experience relevant to supervising the project in the stated area;
- Ongoing involvement in developing and maintaining knowledge and expertise in the research degree supervision; and
- An understanding of RUSVM’s policies and procedures in relation to supervision and in particular their respective role, expectation and requirement of the degree.

Candidates should understand that they are expected to:

- Be proactive and self-directed in all aspects of their study;
- Make independent and creative use of library and all other available resources;
- Embrace online learning opportunities;
- Make full use of laboratory facilities;
- Take full advantage of their information sources, including research faculty and facilities;
- Adopt work practices and working hours that facilitate effective communication with the appointed supervisors;
- Meet any conditions specified at the time of admission or subsequently in order to be maintained in the program;
- Refer to the guidance relating to formatting and referencing requirements for their thesis and make use of referencing tools such as EndNote®.

Each candidate will work under the guidance of at least two supervisors appointed by RUSVM, one of whom will be appointed as the Principal Supervisor.

The supervisors must be either:

- salaried members of the academic faculty of RUSVM;
- a member of staff employed by RUSVM, not being one of the academic faculty, who has appropriate expertise in research; or
- an honorary/adjunct member of faculty.

The nomination of individuals in categories (b) or (c) to act as a Principal Supervisor must be specifically approved by the RUSVM Postgraduate and Research Committee. In appropriate cases one or more other supervisor(s) (external supervisors), who need not be members of the faculty of the RUSVM, may be appointed by the RUSVM Postgraduate and Research Committee.

A Progress Monitoring Committee (PMC) is assigned to each candidate. PMCs are comprised of RUSVM supervisors, external supervisors (if applicable) and a member of RUSVM faculty who is not directly involved in the candidate’s research project. The role of the PMC is to assess whether the candidate has made satisfactory progress as per the RUSVM Postgraduate Assessment Regulations. The PMC is chaired by one of its members (but not the Principal Supervisor).

All candidates, including those studying on a part-time basis and those registered as continuing candidates, must report in person to their supervisors when required and at least twice in each four-month period. Candidates who are absent from the RUSVM must report to their supervisors via other communication means such as video-/teleconference/Skype or in writing.
MASTERC OF SCIENCE (MSC) BY RESEARCH DEGREE PROGRAM

The MSc by Research degree program is based on supervised research over a period of one year full-time (3 semesters) or a maximum of 24 months part-time (6 semesters). Progress monitoring is conducted throughout the study period and the candidate will be asked to demonstrate satisfactory progress at set milestones.

The award of an MSc by Research degree is based on the satisfactory completion of research training in addition to any other designated projects, assignments and/or course work, and the completion of a thesis, which must not exceed 30,000 words.

Candidates will be required to demonstrate that they have acquired an advanced level of knowledge and understanding in the field of study and are capable of undertaking independent research.

INTEGRATED AND INTERCALATED DVM/MASTER OF SCIENCE (MSC) BY RESEARCH DEGREE PROGRAM

DVM students wishing to undertake an MSc by Research degree program may do so as:

- Integrated - students will undertake 9 semesters of work towards their MSc; typically 8 in conjunction with their DVM studies and one semester for research. DVM students applying for an Integrated MSc by Research program must be in good standing in their DVM program and have achieved suitably satisfactory grades (cGPA of 3.5 or above).
- Intercalated - with the required permissions, students may take time off the DVM program to undertake a 3-semester MSc by Research. Only students having completed at least one semester of the DVM program will be considered. DVM students applying for an Integrated MSc by Research program must be in good standing in their DVM program and have achieved suitably satisfactory grade (cGPA of 3.0 or above).

The award of an MSc by Research degree is based on the satisfactory completion of research training in addition to any other designated projects, assignments and/or course work, and the completion of a thesis, which must not exceed 30,000 words.

Candidates will be required to demonstrate that they have acquired an advanced level of knowledge and understanding in the field of study and are capable of undertaking independent research.

DOCTORAL (PHD) BY RESEARCH DEGREE PROGRAM

The Doctoral degree program is based on supervised research over a period of three years full-time (9 semesters) or a maximum of 72 months part time (18 semesters).

Progress monitoring is conducted throughout the study period and the candidate will be asked to demonstrate satisfactory progress at set milestones.

Research supervisors will submit a yearly progress report to the Postgraduate and Research Committee on the work of the candidate. Information to be provided in the progress report will include advancement of the research, development of discipline specific research skills and progress in expected outcomes (e.g. manuscripts for publication in peer-reviewed scientific journals).

The candidate must have demonstrated the capacity to pursue original research in the field of study and to present the results in a critical and scholarly way. The doctoral dissertation must be an original work making a significant contribution to knowledge and understanding of the field of study, such that it is worthy of presentation in peer-reviewed publications.

The award of a PhD is determined on the basis of a submitted thesis, not exceeding 100,000 words, and an externally-assessed oral examination.
APPLICATION PROCEDURES (MSC & PHD BY RESEARCH)
Prospective candidates for MSc and PhD by Research degree programs are invited to direct initial inquiries to postgrad@rossvet.edu.kn.
Applicants may approach prospective supervisors to discuss their research aspirations and interests.
Applications are by invitation and will be reviewed in-line with RUSVM entry requirements and research expertise. If shortlisted on the basis of their application and supporting documentation, applicants will be asked to attend an interview by Skype™ or video-conference. Appointed candidates will then be issued a letter of offer, which sets out the conditions of their degree program and a mutually agreeable start date will be arranged. Offers must be accepted to finalize enrollment.

RUSVM will assist candidates pre-arrival with onboarding such as visa requirements and accommodations. Candidates should not make visa or travel arrangements until they have been contacted by a RUSVM representative.

ENTRY REQUIREMENTS
MSC BY RESEARCH DEGREE PROGRAM
Applications accepted throughout the year - open enrollment
The minimum entry requirement for this degree program is a professional veterinary or medical qualification, or a bachelors degree or international equivalent in the biological or biomedical sciences. Applicants will be selected on the basis of their educational performance to date and their ability to demonstrate a sustained interest in research.
Due to the intensive nature of this degree, a high-level of English proficiency is required and applicants whose native language is not English will be asked to provide evidence of proficiency through test scores and/or education/professional experience in the medium of English.

DOCTORAL (PHD) DEGREE PROGRAM
Applications accepted throughout the year - open enrollment
Admission is open to candidates with a professional veterinary or medical qualification, bachelors degree or international equivalent in the biological sciences. Based on the research content of the applicant’s professional qualification or first degree, a Masters degree may be required. Additionally, candidates may be required to enroll in an MSc by Research degree program for a probationary period before converting to the Doctoral degree program. Applicants will be selected on the basis of their educational performance to date and their ability to demonstrate a sustained interest in research.
Due to the importance of written and spoken skills to successfully undertake this degree program, a high-level of English proficiency is required and applicants whose native language is not English will be asked to provide evidence of proficiency through test scores and/or education/professional experience in the medium of English.
CERTIFICATE PROGRAMS

CERTIFICATE IN ONE HEALTH

ADMISSIONS CRITERIA
Admission is open to candidates with a professional veterinary or medical qualification or a degree or international equivalent in the biological, biomedical, environmental or ecological sciences. The degree program begins in January annually.

Applicants will be selected on the basis of their educational performance to date.

Due to the intensive nature of this program, a high-level of English proficiency is required and applicants whose native language is not English will be asked to provide evidence of proficiency through test scores and/or education/professional experience in the medium of English.

APPLICATION PROCESS
Applicants for the Certificate in One Health are invited to direct initial inquiries to postgrad@rossvet.edu.kn. Applicants are asked to submit an expression of interest, consisting of their curriculum vitae and a short 2-paragraph statement on their reasons for wishing to undertake the certificate program.

If the applicants fulfill the minimum entry requirements, they will be asked to attend an interview by Skype, video-conference or teleconference. Successful interviewees will be asked to complete an application form and to submit supporting documentation. Offers of admissions at this stage are conditional upon completion of the attached application form, verification of your qualifications and receipt of satisfactory references. Once the information has been received and verified, the applicants will receive an unconditional offer of admissions, which they must accept in order to enroll.

CANCELLATION OF COURSES
RUSVM operates under a lockstep curriculum. RUSVM’s curriculum is designed so classes are meant to be taken in a specific order, to bolster candidates’ knowledge and skills incrementally. As such, the general policy at RUSVM is that it does not cancel classes.

NEW STUDENT WELCOME PACKET
Once accepted, candidates receive information pertaining to access to online classes, schedule, and reading materials.

LEARNING OUTCOMES
The Certificate in One Health is designed to provide working knowledge of One Health concepts that can be used to enhance careers in a broad range of environments. Participants will employ intellectual skills in scientific assessment as well as practical skills in communication, organization and scientific writing. Upon successful completion of the certificate, participants will have gained knowledge in the disciplines relevant to the broad field of One Health including and be able to employ a systems approach to addressing issues within human, animal and environmental health.
CERTIFICATE PROGRAMS (CONTINUED)

Upon completing the Certificate in One Health, students should be confident leaders and advocates of One Health in their current and future positions. Core focus areas and respective competencies within the program include:

1. Use of a systems approach to complex health issues with the ability to
   a. recognize when a One Health concern or issue exists
   b. identify, compile and apply relevant and appropriate sources of information, including community assets and resources
   c. analyze information to determine uses, gaps and limitations within an ethical, political, scientific, socio-cultural and economic context
   d. be able to evaluate the impact of interventions and research from a systems perspective

2. Understanding the role of advocacy, leadership and communication within One Health with the ability to
   a. recognize the vision and mission of an organization (public or private)
   b. contribute to developing key values and a shared vision in planning and implementing One Health programs and policies in a community
   c. utilize One Health ethics to manage self, others, information and resources
   d. demonstrate an ability to build community capacity by sharing knowledge, tools, expertise and experience
   e. use different platforms for communicating and educating on One Health issues
   f. ability to develop communications (e.g., presentations, posters, media pieces) targeting different audiences

3. Understanding the transdisciplinary One Health sciences with the ability to
   a. describe disease transmission routes and characterize the etiology of infectious disease agents particularly those of zoonotic importance;
   b. characterize the interaction of conservation medicine/ecosystem health with human and domestic animal health;
   c. explain the role of food safety and delivery of veterinary services (disaster management and animal health program delivery) within a One Health context;
   d. describe interventions that can prevent disease spread and improve animal, human and environmental health;
   e. identify cultural and socioeconomic factors that can increase or decrease the spread of diseases and impact of interventions;
   f. explain primary principles in epidemiology to characterize health issues that overlap between animals, humans and the environment
   g. describe the use of biosurveillance, diagnostics, and therapeutics in assessing and intervening in animal, human and environmental health issues

DELIVERY
The Certificate in One Health requires 15 credits, obtained through coursework. The program of study is characterized by a well-designed set of core courses and a flexible choice of elective courses to meet the demands of the field and the goals of the students. The taught component will be instructed by distance learning via eCollege®, RUSVM’s Virtual Learning Environment. Candidates will be taught by RUSVM faculty and specialist modules may be delivered by RUSVM’s partner institutions.
<table>
<thead>
<tr>
<th>COURSES</th>
<th>CREDITS</th>
<th>LEARNING OUTCOMES</th>
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<tbody>
<tr>
<td>VETPG140 Introduction to One Health</td>
<td>1</td>
<td>• Recognize when a One Health concern or issue exists</td>
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<td>• Place One Health within an historical context</td>
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<td>• Identify stakeholders impacted by complex health issues</td>
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<td>• Describe ethical, gender, social, economic and cultural aspects applicable to a One Health issue</td>
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<td>• Determine core team members based on disciplines needed</td>
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<td></td>
<td>• Recognize challenges of using a systems approach</td>
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<td>• Summarize OH research, program or policy results for different audiences</td>
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<td>VETPG141 Biostatistics &amp; Epidemiology</td>
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<td>• Define causal concepts and causal concepts</td>
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<td>• Understand principles of sampling and evaluate sampling strategies</td>
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<td>• Develop an effective questionnaire</td>
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<td>• Identify and calculate measures of disease frequency</td>
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<td>• Evaluate screening and diagnostic tests</td>
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<td>• Calculate and interpret measures of association</td>
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<td>• Recognize bias in observational studies</td>
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<td>• Define concepts of infectious disease epidemiology</td>
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<td>• Explain participatory epidemiology and identify when used</td>
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<td>• Demonstrate knowledge of measures of central tendency and dispersion, means, median, mode standard deviations</td>
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<td>VETPG142 Research Project Design</td>
<td>2</td>
<td>• Understand the principles of research design</td>
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<td>• Formulate and present (written) a research proposal</td>
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<td>• Understand the principles of project management</td>
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<td>• Apply principles of project management to research studies</td>
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<tr>
<td>VETPG143 Conservation Medicine</td>
<td>3</td>
<td>• Describe basic principles of conservation biology and medicine</td>
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<td>• Identify overlap between ecosystem health, animal health, and human health</td>
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<td>• Demonstrate knowledge of emerging infectious diseases across taxa (e.g., non-human primates, fish, reptiles, birds, etc.) and impact of zoonotic diseases on conservation</td>
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<td>• Develop an ecosystem health monitoring program taking in to account relevant agencies, budgets, surveillance methods and mechanisms to monitor ecosystem health</td>
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<td>• Familiar with legislation and agencies regarding conservation medicine and/or ecosystem health</td>
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<td>• Demonstrate knowledge of a conservation medicine/ecosystem health issue and be able to plan, implement, and evaluate mechanisms to mediate risks and benefits</td>
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<td>• Communicate the principles of conservation medicine and ecosystem health concepts to different population groups using appropriate media</td>
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<tr>
<td>Course Code</td>
<td>Course Title</td>
<td>Credits</td>
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| VETPG144    | Surveillance & Diagnostics            | 3       | • Describe types of surveillance as well as pros and cons  
• Identify surveillance systems at country and international level  
• Understand principles of designing a surveillance system  
• Evaluate and present on a surveillance system  
• Define, identify and describe one health surveillance programs  
• Demonstrate knowledge of the application of GIS in surveillance  
• Describe principles of diagnostic methods as they relate to surveillance and animal health monitoring  
• Identify appropriate diagnostic methods to achieve the goals of surveillance, monitoring of animal health, and impact on human health  
• Interpret and utilize diagnostic method results for public health/One Health communication and recommendations for specific actions  
• Use diagnostic results as evidence to promote policy changes in One Health  
• Identify the roles of varying agencies/entities (governmental, private sector, etc.) involved in diagnostic method procedures, validation, and reporting |
| VETPG145    | Zoonoses                             | 3       | • Define infectious/zoonotic disease and recognize specific bacterial, viral, mycotic, parasitic and prion zoonoses  
• Identify and describe reservoirs of disease, disease transmission methods and determinants of emerging and re-emerging disease  
• Demonstrate knowledge of the detection of zoonotic disease including use of surveillance and understanding of sentinel disease signs and symptoms  
• Understand the role of health care professionals (DVMs and MDs) in zoonotic disease identification and prevention  
• Understand prevention and control strategies of zoonotic disease including regulations, biosecurity, and cleaning and disinfection procedures  
• Estimate cost of zoonotic disease on a global scale including economic loss and morbidity and mortality in humans from zoonotic disease |
| VETPG146A   | Safety of Food of Animal Origin      | 2       | • Apply principles of a food safety management system and use of hazard analysis and critical control points  
• Identify components of meat safety programs including local legislation and the Codex Alimentarius, slaughter requirements  
• Understand restrictions and rules on the importation/exportation of meat  
• Describe milk hygiene processes including regulations; control of hazards; milking parlor, storage, transportation and processing facility requirements;  
• Develop food safety communication information for different population groups |
<table>
<thead>
<tr>
<th>Program Code</th>
<th>Program Name</th>
<th>Credits</th>
<th>Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>VETPG146B</td>
<td>Disaster Management</td>
<td>2</td>
<td>- Identify types of hazards and disasters</td>
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<td>- Understand steps in conducting a hazard and risk assessment</td>
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<td>- Demonstrate knowledge of planning for a disaster and levels of planning</td>
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<td>- Explain principles of preparedness planning</td>
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<td></td>
<td>- Demonstrate knowledge of capacity building in disaster planning</td>
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<td>- Outline the lifecycle of disaster management</td>
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<tr>
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<td></td>
<td>- Define the components an Incident command system</td>
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<td>- Identify lessons learnt from previous disasters</td>
</tr>
<tr>
<td>VETPG146C</td>
<td>Animal Health Program</td>
<td>2</td>
<td>- Explain animal health governance/regulations at international, regional and country level</td>
</tr>
<tr>
<td></td>
<td>Management</td>
<td></td>
<td>- Understand animal trade and the OIE sanitary and phyto-sanitary measures</td>
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<td></td>
<td>- Identify differences in reportable and notifiable diseases (regional, country, international) and method used in selecting these diseases</td>
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<td></td>
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<td></td>
<td>- Describe disease control strategies used to control reportable and transboundary diseases taking into account socio-economic, cultural and trade related issues</td>
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<td></td>
<td>- Identify challenges and opportunities of using a one health approach in developing an animal health program with a focus on zoonoses, reportable and notifiable diseases</td>
</tr>
<tr>
<td>VETPG150</td>
<td>Writing and Presentation Skills</td>
<td>1</td>
<td>- Understand differences in oral, written and electronic media</td>
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<td>- Target communications to the audience</td>
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<tr>
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<td></td>
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<td>- Gain skills in oral presentations</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>- Develop succinct communications</td>
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<tr>
<td></td>
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<td></td>
<td>- Understand the principles of a scientific communication</td>
</tr>
</tbody>
</table>
ASSESSMENT
Assessment will be conducted through traditional and novel methods suited to an online delivery mode and will include, for example, essays, critical review of peer-reviewed articles, online tests and quizzes, blog writing, research proposal writing, research/fieldwork journal development, group discussions, group project work and social media interactions.

For the Certificate in One Health, the grading system is as follows:

<table>
<thead>
<tr>
<th>GRADE</th>
<th>GRADE RANGE</th>
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<tbody>
<tr>
<td>A</td>
<td>93% or higher</td>
</tr>
<tr>
<td>A-</td>
<td>90% to 92.9%</td>
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<tr>
<td>B+</td>
<td>87% to 89.9%</td>
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<tr>
<td>B</td>
<td>83% to 86.9%</td>
</tr>
<tr>
<td>B-</td>
<td>80% to 82.9%</td>
</tr>
<tr>
<td>C+</td>
<td>77% to 79.9%</td>
</tr>
<tr>
<td>C</td>
<td>73% to 76.9%</td>
</tr>
<tr>
<td>C-</td>
<td>70% to 72.9%</td>
</tr>
<tr>
<td>D+</td>
<td>67% to 69.9%</td>
</tr>
<tr>
<td>D</td>
<td>63% to 66.9%</td>
</tr>
<tr>
<td>D-</td>
<td>60% to 62.9%</td>
</tr>
<tr>
<td>F</td>
<td>Below 60%</td>
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</tbody>
</table>

Candidates are evaluated based on the following criteria:

- Examinations
- Completion of assignments, including practicals
- Class and threaded discussion participation
- Academic honesty and professional demeanor
- Professionalism and the ability to effectively work with others in a team environment
The Certificate curriculum consists of 15 credits of the same courses that make up the MSc by Coursework in One Health curriculum. MSc by Coursework in One Health (online) Module descriptions are below.

<table>
<thead>
<tr>
<th>AREA</th>
<th>REQUIRED CREDITS</th>
<th>COURSES</th>
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</thead>
</table>
| Policy / Planning / Implementation / Social Sciences | 3                | VETPG140/One Health & Systems Approaches (1 credit)  
|                                     |                  | VETPG150/Communications (1 credit)          |
|                                     |                  | Policy, planning courses available through the Adtalem sister schools (2-3 credits each) |
| Research / Research & Survey Tools  | 5                | VETPG141/Biostatistics & Epidemiology (5 credits)  
|                                     |                  | VETPG142/Research Project Design (2 credits)  |
|                                     |                  | VETPG144/Surveillance & Diagnostics (3 credits) |
| Special topics                      | 5                | VETPG143/Conservation Medicine (3 credits)  
|                                     |                  | VETPG145/Zoonoses (3 credits)                 |
|                                     |                  | VETPG146A/Safety of Food of Animal Origin (2 credits) |
|                                     |                  | VETPG146B/Disaster Preparedness (2 credits)  |
|                                     |                  | VETPG146C/Animal Health Program Management (2 credits) |
| Elective credits                    | 2                | From any category above                      |
CERTIFICATE PROGRAMS (CONTINUED)

MODULE DESCRIPTIONS

**VETPG-140**
ONE HEALTH & SYSTEMS APPROACHES (1 CREDIT)

In this course, One Health will be defined and placed in an historical context. The meaning of using a One Health approach to research, policy, development and other aspects of animal, human and environmental health will be explored with current One Health advocates describing how they use One Health within their work. The complexity of One Health and the need for a systems approach to addressing animal, environmental and human health issues will be discussed using current literature and case examples. The importance of collaborations, networks and teams in implementing One Health approaches also will be stressed. Short videos and assigned reading material will be supplemented with discussions. Participation in the discussions is a key component of this course.

**VETPG-141**
BIOSTATISTICS AND EPIDEMIOLOGY (5 CREDITS)

This course examines the principles of Biostatistics and Epidemiology for One Health practitioners. Through lectures, hands-on practical exercises and discussions, students will develop knowledge of descriptive and inferential statistics. The course will also provide students the opportunity to gain a strong foundation in the use and interpretation of biostatistics. In the second part of the course (Weeks 8-14) the focus will be on epidemiological causal concepts; principles of sampling; questionnaire design, measures of disease frequency; observational studies and bias; measures of association; systematic reviews and participatory epidemiology.

**VETPG-142**
RESEARCH PROJECT DESIGN (2 CREDITS)

This course addresses the concepts and practicalities associated with the design and conduct of high-quality research projects. At the end of the course, students will be able to understand the principles of research design, formulate and present a research proposal; provide critiques of papers and grant proposals, respond constructively to critiques, develop a research poster and acquire basic skills in project management. This course is expected to serve as preparation for the Capstone research project and dissertation (VETPG-147).

**VETPG-143**
CONSERVATION MEDICINE (3 CREDITS)

This course will provide students with practical and theoretical knowledge of the basic principles of conservation biology and medicine such as interrelatedness of ecosystem health, animal health, and human health; emerging infectious diseases across species taxa (e.g. non-human primates, fish, reptiles, birds); human behavior and ecosystem health; and wildlife disease surveillance.

The course will also include case studies on national legislations or programs on conservation medicine, the role of agencies/entities (governmental, private sector, etc.) in conservation medicine and ecosystem health, historical and cultural perspectives towards endangered species and ecosystems communities in the country of focus. Through discussions, group work and assignments, students will have to demonstrate specialist knowledge of a specified conservation medicine/ecosystem health issue and the ability to plan, implement, and evaluate mechanisms to mediate risks and benefits as well as the ability to identify relevant necessary collaborations for conservation medicine/ecosystem health and to communicating the principles of conservation medicine and ecosystem health concepts to different population groups using appropriate media.
CERTIFICATE PROGRAMS (CONTINUED)

VETPG-144
SURVEILLANCE & DIAGNOSTICS (3 CREDITS)
This course addresses methods for disease surveillance and diagnostics tools. It will prepare One Health practitioners from diverse backgrounds to examine the validity, appropriateness and output for surveillance and diagnostic tools available to them. In particular, students will have the opportunity to gain critical knowledge through online lectures, discussions and case studies on types of surveillance, surveillance systems at national and international level, reportable and notifiable diseases, surveillance system design and evaluation, challenges and opportunities of implementing one health surveillance programs, syndromic surveillance and the application of GIS in spatio-temporal surveillance. The course will also have a strong emphasis on principles of diagnostic methods as it relates to surveillance and health monitoring. This will include: the interrelatedness of diagnostic methods, the role of diagnostic methodology in surveillance programs; interpretation and use of diagnostic method results for One Health communication and the contribution of diagnostic methodology policy changes in One Health. Students will also develop the ability to identify relevant collaborations necessary to perform diagnostic testing and surveillance of human and animal health. As a critical skill for One Health practitioners, students will be expected to present on their work throughout the course. Presentations using different media will include examples of country-specific practices drawing on the student’s local environment and hence allowing peer-to-peer international perspective- and idea- sharing.

VETPG-145
ZOONOSES (3 CREDITS)
This course will provide student with knowledge of infectious/zoonotic disease, including detection of zoonotic diseases, specific zoonotic diseases (viral, bacterial, parasitic, prion and mycological), prevention and control of zoonotic disease and the importance and cost of zoonotic disease on a global scale. Due to interface of human healthcare professionals, animal health professionals and biomedical scientists in zoonotic diseases, the course will explore the importance of complementary and synergistic approaches, drawing on perspectives from different professions to identify, control and prevent zoonoses.

VETPG-146A
SAFETY OF FOODS OF ANIMAL ORIGIN (2 CREDITS)
This elective course will provide knowledge on the principles of food safety management, focusing on meat and other animal food products. Discussion topics and case-studies will include meat safety, milk hygiene, handling, storage and exportation of foods of animal origin, food safety management and evaluation systems, national and international legislations, standard practices, animal welfare and food safety risk analysis. As a critical skill for One Health practitioners, students will be expected to present on their work throughout the course. Presentations using different media will include examples of country-specific practices drawing on the student’s local environment and hence allowing peer-to-peer international perspective- and idea- sharing.

VETPG-146B
DISASTER PREPAREDNESS (2 CREDITS)
This elective course provides knowledge of hazard and risk assessment; types of disasters, disaster planning and management, agencies involved in disaster management and their respective roles. The course also involves knowledge and practical application of the Incident Command System. Through discussions, case studies and a table top exercise, students will have the opportunity to examine lessons learnt from previous disasters as well as disaster preparation. No prerequisite.
VETPG-146C
ANIMAL HEALTH PROGRAM MANAGEMENT (2 CREDITS)
This elective course will allow students to develop specialist knowledge in animal health governance at international, regional and country level; the animal trade and sanitary/phyto-sanitary measures; reportable and notifiable diseases; control strategies used for trans-boundary diseases and zoonoses, emerging and re-emerging diseases. Prerequisite: students are expected to have basic knowledge of animal health, gained through practical or educational experience.

VETPG-150
COMMUNICATIONS (1 CREDIT)
This course will cover the fundamental skills required for various forms of scientific communications. Commencing with the use of search engines and reference managers, through to developing a literature review and writing, reviewing and editing scientific papers. Poster and oral communications for conferences as well as informal public speaking will be addressed, as well as how to develop your ePortfolio. Taught by Anna Becker.

1MPH-503
ADVOCACY IN PUBLIC HEALTH POLICY AND LAW (3 CREDITS)
This course examines the impacts of economics, ethics, legal issues, political science, management, communications and technology on public health policymaking. Students explore contemporary issues in health policy through review of U.S. health policy development and factors that affect future health policy initiatives. Students are challenged to think systematically and critically about these issues and about various methods available to policymakers to improve the U.S. healthcare system.

1MPH-504
CULTURAL COMPETENCY AND GLOBAL PUBLIC HEALTH (3 CREDITS)
This course explores global and international dimensions of public health. Students consider epidemiological, political, behavioral, sociological, cultural and medical aspects associated with variations in health and disease of individuals and populations. Coursework examines a range of public health issues for developing countries and for affluent industrialized societies, and population-based public health approaches used in solving global health issues are introduced. In addition, students will examine assumptions made about their cultural competency and how to work with populations who might share different values than their own.

1MPH-506
ENVIRONMENTAL HEALTH IN PUBLIC HEALTH (3 CREDITS)
The course addresses factors associated with biological, physical and chemical environmental health issues. Students examine interaction among individuals, communities and the environment; the potential health impact of environmental agents; and specific applications of environmental health policies and practices. Also examined are approaches for assessing, preventing and controlling environmental health hazards, as well as regulatory programs that control

1 Courses delivered by the Chamberlain University from the Masters in Public Health program.
RUSVM ADMINISTRATION

DEAN’S COUNCIL

DR. SEAN CALLANAN, PHD, MVB, CERT VR, MRCVS, FRCPATH, DIP. ECVP
Dean of Ross University School of Veterinary Medicine

FELIX ALEJANDRO, BA, MHRM, MBA
Director of Human Resources

ANNE-LYSE BADOU-JAMES
Senior Manager, Financial Planning & Analysis

DENTRECIA BLANCHETTE
Manager of Communications

DR. DON BERGFELT, BS, MS, PHD
Department Head, Biomedical Sciences

MARY COLLINS
Director of Marketing

CHLOE ELSTON, BSC
Executive Assistant to the Dean

RAY FRANCIS, BSC, MSC
Vice President, Operations

ANNE FRENCH MVB MBA PHD CERTSAM DVC DIPECVIM-CA(CARDIOLOGY) MRCVS FHEA
Professor and Head of Department of Clinical Sciences

DR. ROBERT GILBERT, BVSC, MMEDVET, DIP. ACT, FRCVS
Associate Dean of Academic Affairs, Professor of Theriogenology

MATTHEW HAGA, BSC, MCSE
Director of Information Technology

DR. NATHALIE MATHER-L’HUILLIER, BSC, MPHIL, PHD
Director of Accreditation and Alumni Relations
RUSVM ADMINISTRATION (CONTINUED)

DAVID SATTERLEE, BFA, MED
Director of Student Experience

DR. FORTUNE SITHOLE, BVSC, MSC, PHD, DIPL. ACVPM
Associate Dean of Clinical Affairs & Professional Opportunities

DR. CHARLES WALLACE, MS, DVM, DACVS
Associate Dean of Student and Alumni Affairs, Professor of Large Animal Medicine and Surgery

DR. A. LEE WILLINGHAM, BSC, PHD, DVM
Associate Dean of Research and Postgraduate Studies

RESEARCH CENTERS

DR. ELPIDA ARTEMIOU, BSC, MSC, PHD, AFAMEE
Director of Center for Research and Innovation in Veterinary and Medical Education

DR. SOUVIK GHOSH, BVSC & AH (GOLD MEDALIST), MVSC, PHD
Director of One Health Center for Zoonoses and Tropical Veterinary Medicine

DR. DARRYN KNOBEL, BVSC MSC PHD MRCVS DIPL. ACVPM (EPI)
Director of Center for Conservation Medicine and Ecosystem Health

DR. FELIX TOKA, DVM, PHD, DSC, DACVM
Director of Center for Integrative Mammalian Research

ACADEMIC AFFAIRS

DR. ROBERT GILBERT, BVSC, MMEDVET, DIP. ACT, FRCVS
Associate Dean of Academic Affairs, Professor of Theriogenology

GRACE CARR, BSC, MLIS
Director of Library Services

DR. LOVENESS DZIKITI, PHD
Data Analyst

SONIA BODDIE MCPHAIL, BSC, CID, MS IDT
Supervisor, Academic Technology
DENISE FYFIELD
Campus Registrar

WILLIAM GUNTRUM, AST, BS, MFA
University Registrar

SHERIDAN HENDRICKSON, BA
Associate Registrar

ABIJAH ISAAC, BA
Supervisor, Exam Center

KATHRYN LAKE, BA
Scheduler

STUDENT AFFAIRS

DAVID SATTERLEE, BFA, MED
Director of Student Experience

DR. JENNIFER BRADTKE, BA, MA, PSYD
Director of Counseling Center and Clinical Psychologist

LESLEY BROADBELT, BS
Manager of Financial Aid

JEFFREY FAZIO, AS, BFA, MED
Manager of Student Engagement and Professional Standards

SEBASTIAN HENRY
Supervisor of Customer Service

DR. ROXANNE SCHREIBER, PHD
Manager of Student Success Center

ADELE STRAUN, MMI
Manager of Housing

ISHA WEBSTER, BA, MPM
Specialist, Student Affairs
RUSVM FACULTY

NICOLE ABRAMO, DVM, CVA
Clinical Instructor and RUVC Clinician
Vet School: Ross University
Additional Degrees: BS in Biology, State University of New York College at Fredonia, CVA Chi Institute
Special Certification: Certified Veterinary Acupuncturist (CVA)

ELPIDA ARTEMIOU, BSC, MSC, PHD
Associate Professor of Communications
Degrees: McGill University (BSc, MSc), University Ambrosiana (PhD)

HARUTYN AVSAROGLU, DVM, MSC, PHD, DIP. ECLAM
Director of Animal Resources Veterinary School: Utrecht University
Additional Degrees: Utrecht University (PhD), Utrecht University (Dipl. ECLAM)

AMY BEIERSCHMITT, BSC, DVM - ADJUNCT PROFESSOR
Veterinary School: Ross University School of Veterinary Medicine Additional Degree: University of California, Davis (BS)

DON BERGFELT, BS, MS, PHD
Head, Department of Biomedical Sciences Professor of Biomedical Sciences
Degrees: University of Wisconsin-Madison (BS, MS, PhD)

LARRY BETANCE, BSC, DVM
Associate Professor of Small Animal Medicine
Veterinary School: Ross University School of Veterinary Medicine
Additional Degrees: University of California, Davis (BS)

POMPEI BOLFA, MSC, DVM, PHD, DIP. ACVP
Head, Division of Pathology
Associate Professor of Anatomic Pathology
Veterinary School: University of Agricultural Sciences and Veterinary Medicine Cluj-Napoca, Romania
Additional Degrees: Radiology and Clinical Veterinary Medicine, University of Agricultural Sciences and Veterinary Medicine Cluj-Napoca, Romania (MSc, PhD)
Specialty Certification: Diplomate, ACVP

HELLE BORK-LARSEN, DVM
Clinical Instructor of Clinical Skills
Veterinary School: The Royal Veterinary and Agricultural University, Copenhagen, Denmark (DVM)
MELISSA BUCKNOFF, DVM, DIP. ACVECC
Assistant Professor of Biomedical Sciences and Clinical Pharmacology Veterinary School: Ross University School of Veterinary Medicine
Additional Degrees: Bachelor of Science (BS) from Virginia Tech, Diplomate of the College of Emergency & Critical Care (DACVECC) after training at Tufts University

PATRICK BUTAYE, DVM, PHD
Professor of Microbiology Veterinary Degree: Ghent University
Additional Degree: Ghent University (PhD)

SEAN CALLANAN, PHD, MVB, CERT VR, MRCVS, FRCPATH, DIP. ECVP
Dean and Professor of Anatomic Pathology Veterinary School: University College Dublin Additional Degrees: University of Glasgow (PhD) Specialty Certification: Diplomate ECVP

NINIAN CAMERON-BLAKE, DVM
Clinical Instructor and RUV Clinician Veterinary School: Ross University School of Veterinary Medicine

RYAN CAVANAUGH, DVM, DIP. ACVS
Assistant Dean for Clinical Placement Associate Professor of Small Animal Surgery Veterinary School: Colorado State University Specialty Certification: Diplomate ACVS-SA, ACVS Founding Fellow, Surgical Oncology

SARAH CAVANAUGH, DVM, DIP. ACVIM
Assistant Professor of Small Animal Medicine Veterinary School: Ross University School of Veterinary Medicine Additional Degrees: University of Florida (BS), Colorado State University (MS & Residency in Cardiology) Specialty Certification: Diplomate ACVIM

ASPINAS CHAPWANYA, BSC, BVSC, MVM, PHD
Associate Professor of Theriogenology Veterinary School: Faculty of Veterinary Science, University of Zimbabwe Additional Degrees: University of Zimbabwe (BSc), Trinity College Dublin (PhD)

ANNE CONAN, DVM, MSC, PHD
Assistant Professor of Public Health and Epidemiology Veterinary School: Ecole Nationale Vétérinaire de Nantes (France) Additional Degrees: Ecole Nationale Vétérinaire d’Alfort/CIRAD (MSc), UPMC Sorbonne Universités (PhD)
RUSVM FACULTY (CONTINUED)

LUIS CRUZ-MARTINEZ, DVM, MSC, PhD
Assistant Professor of Conservation Medicine
Veterinary Degree: National University of Costa Rica
Additional Degrees: University of Minnesota (MSc), University of Calgary (PhD)

PEDRO DE PEDRO, DVM, MSC, DIP. ACVIM
Assistant Professor of Clinical Pharmacology
Veterinary School: Ross University School of Veterinary Medicine
Additional Degrees: University of Wisconsin, BSc, University of Illinois, MSc
Specialty Certification: Diplomate, ACVIM –LAIM Equine

RENATA CATRIONA DE ROSAYRO, BVETMED, MRCVS
Clinical Instructor and RUVC Clinician
Veterinary School: Royal Veterinary College, University of London

MICHELLE DENNIS, BS, DVM, PHD, DACVP
Associate Professor of Anatomic Pathology
Veterinary School: Purdue University
Additional Degrees: Purdue University (BS), Colorado State University (PhD), The University of Sydney (Graduate Certificate in Higher Education)
Specialty Certification: Diplomate, ACVP

CRISTIAN DEZDROBITU
Assistant Professor of Anatomy
University of Agricultural Sciences and Veterinary Medicine, Faculty of Veterinary Medicine, Cluj Napoca, Romania

BRIGHTON DZIKITI, BVSC, MSC, PHD
Associate Professor of Veterinary Anesthesiology
Veterinary School: University of Zimbabwe
Additional Degrees: Veterinary Anesthesia, Utrecht University, The Netherlands (MSc), Degrees: University of Pretoria, South Africa (PhD)

ANDRE ESCOBAR, DVM, MS, PHD, DCBCAV
Assistant Professor of Anesthesiology
Veterinary School: Federal University of Minas Gerais (UFMG), Brazil
Degrees: MS, Sao Paulo State University (UNESP), Brazil, PhD Sao Paulo State University (UNESP), Brazil
Specialty Certifications: Diplomate of the Brazilian College of Veterinary Surgery and Anesthesia (CBCAV) - Anesthesia specialty

JAMES FAIRS, BVSC, MRCVS
Director, Ross University Veterinary Clinic Clinical Assistant Professor
Veterinary School: University of Liverpool
RUSVM FACULTY (CONTINUED)

ANE FREEMAN, DIPL.BIOL., PHD
Assistant Professor of Physiology
Degrees: Free University of Berlin (Dipl. Biol.), University of Stirling (PhD)

MARK FREEMAN, BSC, PHD
Associate Professor of Aquaculture
Veterinary School: Bangor University, Wales (BSc) Additional Degrees: University of Stirling, Scotland (PhD)

ANNE FRENCH MVB MBA PHD CERTSAM DVC DIPECVIM-CA(CARDIOLOGY) MRCVS FHEA
Professor and Head of Department of Clinical Sciences
Veterinary School: University College Dublin, Ireland.
Additional Degrees: PhD, MBA
Certification: CertSAM, DVC, DipECVIM-CA(Cardiology)

HILARI FRENCH, DVM, PHD, DACT, DABVP (FOOD ANIMAL)
Associate Professor in Theriogenology Veterinary School: Louisiana State University
Additional Degrees: Louisiana State University (PhD) Specialty Certification: Diplomate, ACT; Diplomate, ABVP

CHRISTA GALLAGHER, BSC, DVM, MPH, DACVPM
Associate Professor of Veterinary Public Health and Epidemiology Veterinary School: Ross University School of Veterinary Medicine
Additional Degrees: State University of New York Albany (BSc), University of Iowa (MPH) Specialty Certification: Diplomate, ACVPM

SOUVIK GHOSH, BVSC, MVSC, PHD
Director, One Health Center for Zoonosis & Tropical Veterinary Medicine Associate Professor of Infectious Diseases
Veterinary School: West Bengal University of Animal & Fishery Sciences, India
Additional Degrees: West Bengal University of animal & Fishery Sciences, India (BVSc, AH, MVSc), National Institute of Cholera Enteric Diseases, India (PhD)

ROBERT GILBERT, BVSC, MMEDVET, DIP. ACT, FRCVS
Associate Dean of Academic Affairs Professor of Theriogenology
Veterinary School: BVSc (DVM equivalent) University of Pretoria,
Additional Degrees: MRCVS (Member of the Royal College of Veterinary Surgeons). MMedVet, University of Pretoria, Specialty Certification: Diplomate, American College of Theriogenologists, Fellow of the Royal College of Veterinary Surgeons (FRCVS)

ROGER HANCOCK, DVM
Clinical Instructor of Large Animal Medicine
Veterinary School: Ross University School of Veterinary Medicine
IRINA IRIMESCU, DVM, MSC, PHD
Assistant Professor of Anatomy
Veterinary School: University of Agricultural Sciences and Veterinary Medicine of Cluj-Napoca (DVM) Additional Degrees: University of Agricultural Sciences and Veterinary Medicine of Cluj-Napoca (MSc, PhD)

PRITI KARNIK, DVM, MS, DIPLOMATE ACVS-SA
Head, Small Animal Division
Assistant Professor of Small Animal Surgery
Veterinary School: Ross University School of Veterinary Medicine
Additional Degrees: Virginia Maryland Regional College of Veterinary Medicine (MS) Specialty Certificate: Diplomate, DACVS-SA

PATRICK KELLY, BVSC, MSC, PHD
Professor of Small Animal Medicine Veterinary School: University of Pretoria
Additional Degrees: University of the Witwatersrand (MSc), University of Zimbabwe (PhD)

JENNIFER KETZIS, MSC, PHD
Associate Professor of Parasitology
Degrees: Cornell University (BSc, MSc, PhD)

DARRYN KNOBEL, BVSC, MSC, PHD
Head, Division Head of Microbiology & Parasitology
Director, Center for Conservation Medicine & Ecosystem Health Professor, Epidemiology and Population Health
Veterinary School: University of Pretoria
Additional Degrees: University of Pretoria (MSc), University of Edinburgh (PhD)

ERIKA LITTLE, MSC, DVM, DACVS
Assistant Dean of Admissions Associate Professor of Clinical Sciences
Veterinary School: Kansas State University
Additional Degrees: Colorado State University (BS), Auburn University (MSc) Specialty Certification: Diplomate, ACVS

WILLIAM (BRADY) LITTLE, BSC, MSC, DVM
Assistant Professor of Anatomy
Veterinary School: Kansas State University
Additional Degree: University of Nebraska Lincoln (BSc), Ross University School of Veterinary Medicine (MSc)

JILL MANEY, VMD, DACVAA, CVA
Associate Professor of Anesthesiology Veterinary School: University of Pennsylvania
Additional Degree: Pennsylvania State University (BS)
Specialty Certifications: Diplomate, ACVAA, Certified Veterinary Acupuncturist (CVA)
SAMSON MUKARATIRWA, DVM, MVSC, PHD  
Research Professor, One Health Center for Zoonoses and Tropical Veterinary Medicine  
Veterinary School: University of Zimbabwe  
Additional Degrees: University of Liverpool (MVSc); University of Copenhagen (PhD)  
Specialty Certification: Biostatistics and Data Handling; Population Genetics; Identification of Veterinary and Medical Helminths of Economic Importance

ANANDA MULLER, DVM, MSC, PHD  
Assistant Professor of Veterinary Bacteriology  
Veterinary School: Universidade Federal Fluminense, Brazil  
Additional Degrees: Universidade Federal Fluminense (MSc, PhD)

MARIA JOSE NAVARRETE TALLONI, DVM, MPVM, PHD  
Assistant Professor of Anatomic Pathology  
Veterinary School: Universidad de Chile  
Additional Degrees: University of California Davis (MPVM), University of Veterinary Medicine Hannover (PhD in the discipline of Pathology)

LUCAS NOLAZCO, MSC, DVM, DACVS  
Assistant Professor of Large Animal Surgery  
Veterinary School: University of Buenos Aires, School of Veterinary Medicine (DVM) Additional degrees: Washington State University (MSc)  
Specialty Certification: Diplomate, ACVS

ANDREA PEDA, MSC, DVM  
Assistant Professor of Shelter Medicine  
Veterinary School: Ross University School of Veterinary Medicine Additional Degree:  
West Chester University (BSc), University of Florida (MSc)

MARY PEREIRA, MSC, DVM  
Associate Professor of Communications  
Veterinary School: Ross University School of Veterinary Medicine Additional Degree: Clemson University (BSc), Ross University School of Veterinary Medicine (MSc)

ERIK PETERSON, DVM  
Assistant Professor of Large Animal Medicine  
Veterinary School: Ross University School of Veterinary Medicine Additional Degree: Virginia Commonwealth University (BS)
ERIC POPE, MS, DVM, DACVS
Professor of Small Animal Surgery Veterinary School: Auburn University Additional Degree: Auburn University (MS) Specialty Certification: Diplomate, ACVS

GILDA RAWLINS, DVM
Instructor of Diagnostic Imaging Veterinary School: Ross University School of Veterinary Medicine

KERRY ROLPH BVM&S CERTVC PHD FANZCVS DIPECVIM-CA MRCVS
Associate Professor of Small Animal Surgery Veterinary School: University of Edinburgh Additional Degrees: PhD (University of Edinburgh) Specialty Certification: RCVS Certificate in Veterinary Cardiology, RCVS Specialist in Feline Medicine, Fellow ANZCVS (Feline Medicine), Diplomate ECVIM (Small Animal Internal Medicine)

SAUNDRA SAMPLE, BS, DVM, DACVP
Assistant Professor of Clinical Pathology Veterinary School: University of Illinois Additional Degree: Denison University (BS) Specialty Certification: Diplomate, ACVP

IBRAHIM SHOKRY, BVSC, MVSC, PHD
Professor of Pharmacology and Toxicology Veterinary School: Cairo University, BVSC Additional Degrees: Cairo University, MVSC, PhD

ADAM SILKWORTH, DVM
Clinical Instructor and RUVC Clinician Veterinary School: Ross University School of Veterinary Medicine

FORTUNE SITHOLE, BVSC, MSC, PHD, DACVPM
Associate Dean of Clinical Affairs and Professional Opportunities Professor of Veterinary Epidemiology Veterinary School: University of Zimbabwe Additional Degrees: University of Prince Edward Island, Canada (PhD) Specialty Certification: Diplomate, ACVPM

KIMBERLY STEWART, BS, MS, DVM
Associate Professor of Special Species Veterinary School: Ross University School of Veterinary Medicine Additional Degrees: Georgia Southern University (BS, MS)

MARY ANNA THRALL, MS, DVM, DACVP
Professor of Clinical Pathology Veterinary School: Purdue University Additional Degree: Colorado State University (MS) Specialty Certification: Diplomate, ACVP
RUSVM FACULTY (CONTINUED)

FELIX TOKA, DVM, PHD, DSC, DACVM
Director, Center for Integrative Mammalian Research Professor of Veterinary Immunology and Virology Veterinary School: Warsaw Agricultural University
Additional Degrees: Warsaw Agriculture University (PhD), Warsaw University of Life Sciences (DSc)
Specialty Certification: Diplomate, American College of Veterinary Microbiology, subspecialty Immunology

MICHEL VANDENPLAS, BSC, MSC, PHD
Senior Scientist
Degrees: University of Stellenbosch, South Africa (BSc, MSc, PhD)

ALINE VIEIRA, DVM, PHD
Assistant Professor, Physiology
Veterinary School: Universidade Federal do Rio de Janeiro, Brazil
Additional Degrees: Universidade Federal do Rio de Janeiro - Brazil (Msc), Oswaldo Cruz Foundation – Brazil (PhD)

GLENN WAKLEY, MSC, PHD, CERT. ELTA
Head, Division of Anatomy Associate Professor, Anatomy
Veterinary School: University of Bristol UK (Ph.D.)
Additional Degrees: University of Sheffield UK (M.Med.Sc. and B.Sc. (Hons), City of Bristol College (ELTA Cert.)

CHARLES WALLACE, MS, DVM, DACVS
Associate Dean of Admissions and Alumni Professor of Large Animal Medicine and Surgery Veterinary School: The Ohio State University Additional Degree: The Ohio State University (MS) Specialty Certification: Diplomate, ACVS

A. LEE WILLINGHAM, PHD, DVM
Associate Dean for Research and Postgraduate Studies Professor of One Health
Veterinary School: University of Georgia
Additional Degrees: University of Georgia (BSc), Royal Veterinary and Agricultural University, Denmark (PhD)

CHAOQUN YAO, MD, PHD
Professor of Parasitology Medical School: Tongji Medical University
Additional Degrees: University of Georgia (PhD)

KATHLEEN YVORCHUK–ST. JEAN, DMV, DACVIM
Assistant Dean of Competency-Based Veterinary Education Professor of Large Animal Internal Medicine Veterinary School: University of Montreal, Canada 16 Specialty Certification: Diplomate, ACVIM-LAIM-Equine
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ADDENDUM (EFFECTIVE NOVEMBER 2020)

ELECTIVE COURSES

V1PG 0140 (1 CREDITS)
ONE HEALTH & SYSTEMS APPROACH
In this course, One Health will be defined and placed in an historical context. The meaning of using a One Health approaching to research, policy, development and other aspects of animal, human and environmental health will be explored with current One Health advocates describing how they use One Health within their work. The complexity of One Health and the need for a systems approach to addressing animal, environmental and human health issues will be discussed using current literature and case examples. The importance of collaborations, networks and teams in implementing One Health approaches also will be stressed. Short videos and assigned reading material will be supplemented with discussions. Participation in the discussions is a key component of this course.

CURRICULUM
A curriculum plan for the Master of Science by Coursework in One Health is provided below. Two and three year part time options available. 42 credit program, commencing each September.

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*Courses delivered by Chamberlain University from the Master of Public Health degree program
TITLE IX POLICY

Ross University School of Veterinary Medicine ("RUSVM") is committed to providing a work and educational environment free of unlawful harassment, discrimination and retaliation. In accordance with Title IX of the Education Amendments of 1972, RUSVM does not discriminate on the basis of sex in its education Program or Activity, which extends to admission and employment. RUSVM also prohibits Sexual Harassment (as defined below) committed against persons in the United States as part of its education Program or Activity.

If you believe that you have experienced or witnessed sexual misconduct or discrimination as part of RUSVM’s education Program or Activity outside the United States, please follow the procedures outlined in the Sex and Gender-Based Sexual Misconduct Response and Prevention Policy.

RUSVM reserves the right to make changes to this policy as necessary, and once those changes are posted online, they are in effect. If government laws, regulations or court decisions change requirements in a way that affects this policy, the policy will be construed to comply with the most recent government regulations or holdings.

TITLE IX COORDINATOR

The Title IX Coordinator coordinates the University’s efforts to comply with its Title IX responsibilities.

Title IX Coordinator: Dwight Hamilton
   Director, Office of Equity and Access
   Adtalem Global Education
   500 West Monroe | 28th Floor | Chicago, IL 60661
   312.651.1458 | titleixcoordinator@adtalem.com

The Title IX Coordinator is responsible for implementing the University’s Title IX policy, intaking reports and Formal Complaints of Sexual Harassment and providing supportive measures. The Title IX Coordinator is also responsible for maintaining corresponding Clery Act crime statistics and reporting to the applicable Director, Enterprise Safety and Security.

Any person can report sex discrimination, including Sexual Harassment (whether or not the person reporting is the alleged victim) in person, by mail, telephone, or e-mail, using the contact information listed above for the Title IX Coordinator. A report can be made at any time, including during non-business hours. However, responses to reports made outside of business hours, including during weekends and holidays, may be delayed.

Reports can be made by victims, third parties or bystanders with the option to remain anonymous through the Speak Up program by phone at 1.800.461.9330 (in the U.S.) or +1.720.514.4400 (in St. Kitts), or online at www.speakupadtalem.com.
ADDENDUM (CONTINUED)

KEY DEFINITIONS

“Affirmative consent” is the affirmative, knowing, conscious, voluntary and mutual agreement to engage in sexual activity. Consent can only exist free from intimidation, force, threat of force or coercion. Under this Policy, “No” always means “No” and “Yes” may not always mean “Yes.” Anything but voluntary, conscious, affirmative consent to any sexual activity is equivalent to “no” for purposes of this Policy. It is the responsibility of each person involved in the sexual activity to ensure that he or she has the affirmative consent of the other or others to engage in the sexual activity. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. While the legal definition of consent is found in RUSVM’s Annual Safety Report, the following general rules apply when assessing whether consent has been/was given.

- Consent can never be assumed.
- The lack of protest or resistance does not constitute consent, nor does silence.
- Where there is use of threat, force or restraint by the Respondent, the lack of verbal or physical resistance or the submission by the Complainant does not constitute consent.
- The manner of dress of the Complainant does not constitute consent.
- The existence of a dating relationship between the persons involved or the fact of past sexual relations between them should never, by itself, be assumed to be an indicator of consent.
- Consent to sexual activity with one person does not constitute consent to sexual activity with another person.
- A person who initially consents to sexual contact, including penetration, may withdraw continued consent at any time during the course of that interaction. When consent is withdrawn or can no longer be given, engagement in sexual activity must stop.
- Consent to some form of sexual activity cannot automatically be taken as consent to any other form of sexual activity.
- A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following: the person is incapacitated due to use or influence of alcohol or drugs; the person is asleep or unconscious; the person is under age, or the person is incapacitated due to a mental disability.
- Consent is required regardless of whether the person initiating sexual activity is under the influence of drugs and/or alcohol.
- A power differential between people engaged in a sexual act presumes the inability to consent for the less powerful person (e.g., the student in a student-colleague interaction; the supervisee in a direct report-supervisor interaction).
- It is not a valid excuse to alleged lack of affirmative consent that the Respondent believed the Complainant consented to sexual activity if the:
  - Respondent’s belief arose from the Respondent’s own intoxication or recklessness
  - Respondent did not take reasonable steps to ascertain whether the Complainant affirmatively consented
  - Respondent knew or a reasonable person should have known that the Complainant was unable to consent because the Complainant was asleep, unconscious, incapacitated due to the influence of drugs, alcohol or medication, or was unable to communicate due to a mental or physical condition.

“Colleague” an employee of Ross University School of Veterinary Medicine.

“Colleague Code of Conduct” refers to the “Adtalem Code of Conduct and Ethics” (https://www.adtalem.com/content/dam/atge/www_adtalem_com/documents/organizationalgovernance/code_of_conduct.pdf, which is applicable to colleagues at all Adtalem Global Education institutions and offices and outlines colleagues’ rights and responsibilities.

“Colleague complaint procedure” is the vehicle by which colleagues can bring to the administration’s attention any complaint relating to their experience with RUSVM or a member of the RUSVM community. It is the mechanism for investigating and trying to resolve complaints raised by colleagues and can be found in the Commons (apps.adtalem.com > Commons- HR Portal > Policy Central).

“CRC” refers to the Coaching Resource Center, which is available to managers to assist in addressing colleague relations concerns, including complaints about colleague or vendor conduct.
“**Member of the RUSVM community**” includes students, faculty members or staff and any other individuals associated with RUSVM. The conduct administrator or complaint administrator shall determine a person’s status in a particular situation.

“**Notice**” refers to any information regardless of whether it is direct, indirect, partial or complete received by a colleague that indicates possible sex or gender-based misconduct. When notice is received, colleagues are required to inform the Title IX Coordinator or their supervisor who, in turn, must make a report to the Title IX Coordinator.

“**One-up manager**” is a colleague’s manager’s manager. It is the person responsible for receiving a colleague’s complaint when his/her direct manager is implicated in that complaint.

**Sexual Harassment:** Conduct on the basis of sex that satisfies one or more of the following:

1. An employee of RUSVM conditioning educational benefits or participation on an individual’s participation in unwelcome sexual conduct (i.e. quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to RUSVM’s education Program or Activity; or
3. Sexual Assault (as defined in the Clery Act), or Dating Violence, Domestic Violence or Stalking as defined in the Violence Against Women Act (VAWA)*:
   - **Sexual Assault**: As defined in 20 U.S.C. 1092(f)(6)(A)(v), means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
   - **Dating Violence**: As defined in 34 U.S.C. 12291(a)(10), means violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship; the type of relationship; and, the frequency of interaction between the persons involved in the relationship.
   - **Domestic Violence**: As defined in 34 U.S.C. 12291(a)(8), includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
   - **Stalking**: As defined in 34 U.S.C. 12291(a)(30), means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

* Please note: In accordance with the Violence Against Women Reauthorization Act of 2013 (“VAWA”), state definitions for Sexual Assault, Dating Violence, Domestic Violence, Stalking and Consent are contained in the University’s Annual Safety and Security Report (“ASR”). VAWA crimes are reported in the ASR based on the definitions above.

**Complainant:** An individual who is alleged to be the victim of conduct that could constitute Sexual Harassment, regardless of whether a Formal Complaint has been filed. A Complainant must be the alleged victim unless a parent or legal guardian has a legal right to act on the alleged victim’s behalf.

**Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

**Formal Complaint:** A document (hardcopy or electronic) filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that RUSVM investigate. A Formal Complaint must be signed (physical or digital) by the Complainant, the Title IX Coordinator, or otherwise indicate that the Complainant is the person filing the Formal Complaint. At the time of filing a Formal Complaint, the Complainant must be participating in or attempting to participate in RUSVM’s education Program or Activity with which the Formal Complaint is filed.

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1 The FBI’s Uniform Crime Reporting Program (FBI UCR) includes forcible and nonforcible sex offenses such as rape, fondling, and statutory rape, which contain elements of “without the consent of the victim.”
**ADDENDUM (CONTINUED)**

**Program or Activity:** On or off campus locations, events, or circumstances over which RUSVM substantial control over both the Respondent and the context in which the Sexual Harassment occurred.

**Mandatory Reporter:** Designated College employees who must report all instances of Sexual Harassment to the Title IX Coordinator.

**Discretionary Reporter:** Designated College employees who may, with the Complainant’s consent, report instances of Sexual Harassment to the Title IX Coordinator.

**Clery Geography:** As defined in the Clery Act, includes (A) buildings and property that are part of the University’s campus; (B) the University’s noncampus buildings and property; and (C) public property within or immediately adjacent to and accessible from the campus. A map of the University’s Clery Geography is contained in RUSVM’s ASR.

**Colleague:** College employee, including faculty and staff.

**PROCEDURE FOR REPORTING SEXUAL HARASSMENT**

If you believe that you have experienced or witnessed Sexual Harassment, RUSVM encourages you to notify the Title IX Coordinator as soon as possible after the incident. A report may be made to either or both the police and the Title IX Coordinator. The criminal process is separate from RUSVM’s Title IX grievance process. Complainants have the option to notify law enforcement directly or be assisted in doing so. If requested, RUSVM will assist a victim of Sexual Violence in contacting the police. A Complainant is not required to contact the police in order to pursue RUSVM’s grievance process.

**CONFIDENTIALITY**

In order to make informed choices, it is important to be aware of confidentially and reporting requirements when consulting College resources. Colleagues who are made aware of a possible violation of this policy are required to contact their manager or one-up manager and also the Title IX Coordinator. All College Colleagues are designated mandatory reporters will notify the Title IX Coordinator of any complaints received.

The Adtalem Speak Up Program (“Speak Up”) is a reporting system managed by a third-party vendor (Convercent), which encourages members of the RUSVM community to come forward with questions or concerns, including allegations of sex and/or gender-based misconduct. Reports can be made anonymously, or reporters can provide their name and contact information. Colleagues are expected to ask legal, compliance and ethics questions and report suspected wrongdoing. Colleagues and students can utilize the Speak Up program by contacting the third-party contractor Convercent by phone at **1.800.461.9330** (in the U.S.) or **+1.720.514.4400** (in St. Kitts), or online at [www.speakupadtalem.com](http://www.speakupadtalem.com).

**Confidential Resource:** RUSVM Counseling Center

1 University Drive at Jordan Road Cupecoy, St. Maarten
Room 07-121

**confidentialresource@rossvet.edu.kn** 465.4161 x401.1500

RUSVM will keep confidential the identity of the Complainant, Respondent, and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out the Title IX grievance process.
There is no time limitation on providing notice/complaints to the Title IX Coordinator. However, if the Respondent is no longer subject to RUSVM’s jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible. Acting on notice/complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of policy) is at the discretion of the Title IX Coordinator, who may document allegations for future reference, offer Supportive Measures and/or Remedies, and/or engage in informal or formal action, as appropriate.

PREVENTION AND AWARENESS
Acts that are deemed to fall within the scope of this Policy are violations of the Codes of Conduct as well as the expectations of members of the RUSVM community. These acts may also be crimes. To increase the likelihood of intervention and reduce the risk of sex and/or gender-based misconduct from occurring among its students and colleagues, RUSVM is committed to providing primary and ongoing awareness and prevention programming.

Primary and ongoing awareness and prevention programs will cover the continuum of issues contemplated by this Policy. Themes will include situational awareness and prevention strategies, such as bystander intervention and other forms of risk reduction. While bystander intervention specifically refers to the safe and effective ways in which third parties can intervene to thwart sex and/or gender-based misconduct, risk reduction also encompasses various strategies to eliminate or reduce risk of harm by avoiding or removing oneself from situations that are dangerous or uncomfortable. Awareness programs are events that occur online or in person that invite active engagement of community members. It is the expectation and responsibility of each member of the RUSVM community to participate in programming which will assist with ongoing prevention efforts as well as effective and efficient identification and response when sex and/or gender-based misconduct does occur.

Primary prevention and awareness programming will include a comprehensive online education platform intended for viewing by all colleagues and students as well as student-facing vendors if necessary and appropriate. The program will be completed by:

- New students and transfer students within three weeks of the start of the student’s first session
- Returning and continuing students who did not take the training as a new or transfer student within three weeks of the start of the session the student is scheduled to resume or continue studies
- Colleagues by the date stated in email notification
- Specific vendors by the date stated in email notification

Access to the primary prevention program and its contents will be ongoing throughout the participant’s relationship with RUSVM. Members of the RUSVM community are encouraged to visit this resource regularly for personal, professional and academic purposes.

Ongoing prevention and awareness campaigns are public service announcements and campaigns as well as messages and activities integrated into the day-to-day fabric of the academic community. These initiatives are intended to reinforce increased awareness regarding sex and/or gender-based misconduct and prevention strategies throughout the year. RUSVM will continually seek formal and informal ways to incorporate additional awareness and prevention strategies, e.g., active and passive educational campaigns, such as social norms poster campaigns, newsletter articles, presentations and volunteerism with local community resource agencies. When additional ongoing education is provided, the organizer will report that event, activity or effort to the Title IX Coordinator for record keeping and quality assurance purposes. Toolkits including ideas and resources that support ongoing efforts and are related to the primary prevention and awareness programming, will be made available to any campus upon request.
Additional training will be delivered to colleagues responsible for responding to reports of sex and/or gender-based misconduct, including but not limited to complaint administrators, conduct administrators, conduct panelists and appeal reviewers. These colleagues should complete the primary prevention and awareness programming described above as well as remote or live training and/or consultation with the Title IX Coordinator before and during management of an allegation within the scope of this Policy.

COMPLAINANT RIGHTS

Complainant rights include:

1. The right to notify or not notify law enforcement and to request and receive assistance from RUSVM in making a report if desired.
2. The right to summary information on all available response options, such as complaint resolution procedures, including the necessary steps and potential consequences of each option whether or not a formal report is made to the institution.
3. The right to be free from undue coercion from RUSVM to pursue or not pursue any course of action.
4. The right to be informed of the institution’s role regarding orders of protection, no contact orders, restraining orders or similar lawful orders issued by a civil, criminal or tribal court (when applicable). RUSVM abides by orders of protection (including no-contact orders and restraining orders), which are generally issued by a municipal court to protect a person or entity in a situation involving sexual assault. RUSVM may also liaise with local authorities to assist an individual who wishes to obtain protective or restraining orders.
5. The right to request and receive information on how to make a confidential report for the purposes of tracking campus crime without otherwise divulging details that would require or permit RUSVM to investigate and respond (when the incident has not yet been reported to a colleague required to notify the Title IX Coordinator and/or Sexual Misconduct Response Coordinator).
6. The right to contact information for the Title IX Coordinator and/or Sexual Misconduct Response Coordinator, available confidential advisors, community-based resources (sexual assault crisis centers or other appropriate support services), campus security and/or local law enforcement.
7. The right to be fully informed of any applicable disciplinary conduct process and procedures.
8. The same rights as the Respondent to attend and have a support person of their choice and/or witnesses present at student conduct hearings and any meetings leading up to such a hearing.
9. The right to be informed of the outcome of any student or colleague conduct process involving alleged sex or gender-based misconduct regardless of participation in the process leading to that outcome. In the case of student conduct proceedings, both parties have the right to appeal the outcome.
10. The right to request Supportive Measures.
11. The right to obtain and have enforced a campus-issued limiting instruction or no contact order or a court issued order of protection or no contact order.
12. The right to be informed about RUSVM’s ability to provide assistance, upon request, in accessing and navigating campus and/or community resources for health, mental health, advocacy, and/or other services for survivors of sexual assault, relationship violence and other forms of sexual misconduct.
13. The right to be free from any suggestion that they are at fault or should have acted in a different manner to avoid reported sex or gender-based misconduct.
14. The right to not be required to describe the incident to more representatives than absolutely necessary for proper investigation and response and under no circumstances will a complainant be required to repeat details of the incident to secure appropriate accommodations.
15. The right to make an impact statement during the point in any conduct review process where the decision maker is prepared to deliberate on appropriate sanctions.

For more specific instructions on how to properly comply with this Policy, consult the Title IX Coordinator.
AMNESTY FOR COMPLAINANTS AND WITNESSES

RUSVM will investigate allegations of sex and gender-based misconduct, including when drugs or alcohol may have been involved. RUSVM encourages the reporting of sex and gender-based misconduct by complainants and witnesses who are sometimes hesitant to report to RUSVM officials or participate in the resolution processes because of concern that they may be accused of policy violations, such as underage drinking or drug use at the time of the incident. It is in the best interest of the community that complaints and witnesses come forward to share what they know regarding violations of this Policy. To encourage reporting, RUSVM grants complainants and witnesses amnesty, when appropriate, for potential RUSVM policy violations and provides all parties and witnesses other interim measures as appropriate or needed.

Similarly, encourages direct assistance to those in need as a result of sex or gender-based misconduct. In instances where minor policy violations are revealed as a result of a person providing assistance to a complainant, policy violations should not be overlooked; however, RUSVM may provide educational options, rather than punitive sanctions, to those who offer their assistance.

SUPPORTIVE MEASURES

The Title IX Coordinator will provide Supportive Measures as necessary. Supportive Measures are individualized services reasonably available to ensure equal educational access, protect safety or deter Sexual Harassment. Supportive Measures are available, as appropriate, to either or both the Complainant and Respondent and are non-punitive, non-disciplinary and not unreasonably burdensome to the other party. Examples include counseling, extensions of time or other course-related adjustments, modifications to work or class schedules, campus escort services, restrictions on contact between the parties, leave of absence, increased security and monitoring of certain areas on campus, and other similar accommodation.

Supportive Measures are individualized and appropriate based on the information gathered by the Title IX Coordinator. The Supportive Measures needed by the Complainant and/or Respondent may change over time, and the Title IX Coordinator will communicate with each party to ensure that any Supportive Measures are necessary and effective based on evolving needs.

Once the Title IX Coordinator receives a report of Sexual Harassment, the Title IX Coordinator will promptly contact the Complainant confidentially to discuss the availability of Supportive Measures (available with or without filing a Formal Complaint) and explain the process for filing a Formal Complaint and provide a copy of this policy. The Title IX Coordinator will consider the Complainant’s wishes with respect to Supportive Measures.

RUSVM will maintain the privacy of the Supportive Measures, provided that privacy does not impair RUSVM’s ability to provide the Supportive Measures.

EMERGENCY REMOVAL

RUSVM can remove a Respondent entirely or partially from an education Program or Activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical or safety of any student or other individual justifies removal. The risk analysis is performed by the Title IX Coordinator in conjunction with Director, Enterprise Safety and Security.
In cases in which an emergency removal is imposed, the Respondent will be given notice of the action and the option to request to meet with the Title IX Coordinator prior to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the action/removal should not be implemented or should be modified. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived.

The Title IX Coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline, which may include expulsion or termination.

RUSVM will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to: temporarily re-assigning a Colleague, restricting a student’s or Colleague’s access to the campus, allowing a student to withdraw or take grades of incomplete without financial penalty, and authorizing an administrative leave.

COMPLAINT DISMISSAL

Dismissal of a Formal Complaint may occur under several circumstances. RUSVM must dismiss a Formal Complaint if the allegations do not meet the definition of Sexual Harassment, did not occur in RUSVM’s education Program or Activity, or did not occur against a person in the United States.

RUSVM may dismiss a Formal Complaint if the Complainant informs the Title IX Coordinator, in writing, that he, she, or they withdraw the Formal Complaint or allegations therein; the Respondent is no longer enrolled or employed by RUSVM; or if specific circumstances prevent RUSVM from gathering sufficient evidence to reach a determination.

If a Formal Complaint is dismissed, the parties will be provided written notice of the dismissal outlining the reason(s) for dismissal. A dismissal does not preclude action by RUSVM under its Sex and Gender-Based Sexual Misconduct Response and Prevention Policy.

TITLE IX GRIEVANCE PROCESS

RUSVM utilizes a prompt, equitable and impartial grievance process to evaluate Formal Complaints. Title IX personnel (Title IX Coordinators, Investigators, Decision-Makers, individuals who facilitate informal resolution process) will be free from conflicts of interest or bias for or against Complainants or Respondents. Title IX personnel will objectively evaluate all relevant evidence and avoid credibility determinations based on a person’s status as a Complainant, Respondent or witness.

Both parties will receive equal opportunity to provide information, witness statements, evidence, and other information that may be necessary to fully evaluate the alleged offense. Both parties will be afforded equitable rights and access during the grievance process. The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Generally, the grievance process consists of a Formal Complaint, investigation, live hearing, determination, disciplinary measures, remedies and appeal (if applicable). The grievance process, baring extenuating circumstance, will conclude within 90 calendar days from the date a Formal Complaint is filed.
ADVISOR

The parties may be accompanied by an advisor of their choice and at their own expense. If the Complainant or Respondent does not have an advisor present at the live hearing, RUSVM will select and provide an advisor, without fee or charge, to conduct cross-examination of witnesses on behalf of that party. The Complainant and Respondent may not conduct cross-examination.

Choosing an advisor who is a witness in the Grievance Process creates potential for bias and conflict of interest. A party who chooses an advisor who is also a witness can anticipate that issues of potential bias will be explored by the Decision-Maker.

The Complainant and Respondent are expected to ask and respond to questions on their own behalf throughout the investigation phase of the grievance process. Advisors are expected to advise without disrupting proceedings. For example, advisors should not address College officials in a meeting or interview unless invited to. An advisor may not make a presentation during any meeting or proceeding and may not speak on behalf of the party to the investigation or other Decision-Maker except during a live hearing, during cross-examination. If an advisor is disruptive or otherwise fails to respect the limits of the advisor role, the meeting or interview may be ended by the Decision Maker.

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third Parties, disclosed publicly, or used for purposes not explicitly authorized by RUSVM. The Decision Maker may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by RUSVM’s privacy expectations.

INVESTIGATION OF COMPLAINTS

RUSVM will investigate Sexual Harassment allegations in a Formal Complaint filed by a Complainant or signed by the Title IX Coordinator. The Title IX Coordinator will respect the Complainant’s wishes as to whether RUSVM investigates an allegation of Sexual Harassment, unless the Title IX Coordinator determines that not investigating would be deliberately indifferent or harmful to the RUSVM community. A Complainant is not required to participate in an investigation and grievance process for Formal Complaints signed by the Title IX Coordinator. However, the ability to investigate, respond, and provide Remedies may be limited or impossible without participation of the Parties. RUSVM may consolidate Formal Complaints where the allegations arise out of the same facts.

Upon receipt of a Formal Complaint, written notice will be sent to the parties. The Notice of Investigation will include: details of the allegations (including identities of the parties involved, specific section of the policy alleged to have been violated, the conduct that would be considered Sexual Harassment, the date of the incident(s) and the location of the incident(s)); a statement that the Respondent is presumed to be not responsible for the alleged conduct until a determination is made according to RUSVM’s grievance process; a statement that the parties may have an advisor of their choice; and a reminder of the expectation of truthfulness including consequences for submitting false information. The parties will also be provided with separate written notice of any investigative interview, meeting or hearing. Interview/meeting notices will include the date, time, location, participants and purpose of the investigative interview or meeting.
Formal Complaints involving Colleagues may also be referred to Human Resources and simultaneously evaluated under Colleague conduct policies and procedures.

During the investigation, the Office of Equity and Access will select an Investigator to conduct interviews and gather evidence. The parties will be provided an equal opportunity to present fact and expert witnesses or other evidence. The parties (and their advisors) will be provided with evidence directly related to the allegations, in electronic format or hardcopy, with at least 10 days for the parties to inspect, review, and respond to the evidence. The Investigator will consider the responses received from the parties before issuing the investigative report.

Once the investigation has concluded, the Investigator will draft an investigative report (hardcopy or electronic) that fairly summarizes relevant evidence. The investigative report will be sent to the parties (and their advisors) at least 10 days prior to a live hearing. The parties may provide a written response to the investigative report.

INFORMAL RESOLUTION
If the Title IX Coordinator deems appropriate and both parties voluntarily consent in writing, Formal Complaints can be resolved through informal resolution, such as mediation. The Title IX Coordinator will facilitate an appropriate informal resolution process depending on the nature of the allegations, the parties involved, and the overall circumstances. Informal resolution will be conducted by a facilitator, who will be designated by the Title IX Coordinator. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process. Informal resolution is unavailable to resolve allegations that a Colleague sexually harassed a student.

LIVE HEARING
If a Formal Complaint is not or cannot be resolved through informal resolution, RUSVM will conduct a live hearing. Live hearings are facilitated by designated Decision-Maker, separate from the Title IX Coordinator or Investigator. The Decision Maker will be selected by the Title IX Coordinator. The Decision-Maker consists of a panel of no fewer than three (3) members, designated from the hearing panel.

Cross-examination during the live hearing will be conducted directly, orally, and in real time by the party’s advisor and not by a party personally. The Decision-Maker will permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Decision-Maker must first determine whether the question is relevant and explain to the party’s advisor asking cross-examination questions any decision to exclude a question as not relevant.

Rape shield protections are applied to Complainants, deeming irrelevant questions and evidence about a Complainant’s prior sexual behavior unless offered to prove that someone other than the Respondent committed the alleged Sexual Harassment or offered to prove consent.

If a party or witness does not submit to cross-examination at the live hearing, the Decision-Maker will not rely on any statement of that party or witness in reaching a determination regarding responsibility. This prohibition will also apply to third-party documents to the extent that statements from the party that does not submit to cross-examination. The Decision-Maker will not draw an inference about the determination regarding responsibility based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.
ADDENDUM (CONTINUED)

At the request of either party, RUSVM will provide for the entire live hearing (including cross-examination) to occur with the parties located in separate rooms with technology enabling the parties to see and hear each other. Live hearings may be conducted with all parties physically present in the same geographic location or, at RUSVM’s discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. An audio or audiovisual recording, or transcript, of any live hearing will be created and maintained for seven (7) years. Individuals participating in the live hearing cannot be disruptive and must follow the policies and procedures set by RUSVM. The Decision-Maker has the ability to enforce decorum.

EVIDENCE LIMITATIONS
RUSVM will not use, rely on or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. RUSVM will not access or use a party’s medical, psychological, and similar treatment records unless the party provides voluntary, written consent.

STANDARD OF EVIDENCE
For all Formal Complaints of Sexual Harassment (including where Colleagues are Respondents), RUSVM utilizes the preponderance of the evidence standard; whether it is more likely than not that the Respondent violated the policy as alleged.

DISCIPLINARY ACTIONS
Disciplinary actions against the Respondent will not be imposed before completion of RUSVM’s grievance process. Following a determination of responsibility, appropriate corrective action will be taken, and RUSVM will take steps to prevent recurrence. Disciplinary actions taken will be determined on a case-by-case basis. Any Colleague determined by RUSVM to be responsible for an act of Sexual Harassment will be subject to appropriate disciplinary action, up to and including termination. Colleagues are also subject to processes and discipline determined by the Human Resources Department. The HR process is separate and apart from the Title IX process and not constrained by the outcome of the Title IX process. Remedies for student-related claims may include, but are not limited to, additional training, a restriction on contact, suspension, or termination.

Failure to abide by imposed disciplinary actions (whether by refusal, neglect or any other reason), may result in additional disciplinary action, including suspension or termination.

Individuals who make a materially false statement in bad faith in the course of a Title IX grievance process will be subject to RUSVM’s Code of Conduct policies.

REMEDIES
Remedies are provided to a Complainant whenever a Respondent is found responsible and may be disciplinary and punitive. Student remedies are designed to maintain the Complainant’s equal access to education. Remedies will be determined on a case-by-case basis and reasonable under the circumstances. Remedies may include supportive measures.

WRITTEN DETERMINATION
The Decision-Maker will issue a written determination regarding responsibility with findings of fact, conclusions about whether the alleged conduct occurred, rationale for the result as to each allegation, a description of the procedure from Formal Complaint through the live hearing, disciplinary sanctions imposed on the Respondent and whether remedies will be provided to the Complainant. The determination will be sent simultaneously to the parties along with information on how to file an appeal.
ADDENDUM (CONTINUED)

APPEAL
Both parties have the right to appeal a determination regarding responsibility, RUSVM’s dismissal of a Formal Complaint or any allegations therein if: (1) procedural irregularity affected the outcome of the matter; (2) there is newly discovered evidence that could affect the outcome of the matter; (3) Title IX personnel had a conflict of interest or bias, that affected the outcome of the matter; and/or (4) the proposed Remedy was not reasonable based on the evidence compiled during the investigation.

An appeal must be submitted in writing to the Title IX Coordinator within ten days of the delivery of the Written Determination.

RETALIATION PROHIBITED
Retaliation (including intimidation, threats, coercion or discrimination) against an individual for raising an allegation of Sexual Harassment, for cooperating in the grievance process is prohibited.

If you believe you have been retaliated against, you should follow the procedures outlined in RUSVM’s Retaliation Policy located in the Student Handbook and Employee Handbook.

TRAINING
RUSVM ensures that its Title IX personnel have adequate training. The Title IX Coordinator and Investigators are trained on the definition of Sexual Harassment, the scope of RUSVM’s education Program or Activity, how to conduct an investigation, RUSVM’s grievance process (including hearings, appeals, and informal resolution processes, as applicable) and how to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Decision-Makers are trained on the definition of Sexual Harassment, the live hearing process, technology to be used in live hearings, and issues of relevance (including how to apply the rape shield protections provided for Complainants). Informal resolution facilitators are trained on the informal resolution process.

Materials used to train Title IX personnel are posted on RUSVM’s website and may also be requested directly from the Title IX Coordinator.

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (“Clery Act”) and the Violence Against Women Reauthorization Act of 2013 (“VAWA”), RUSVM will provide primary prevention and awareness programs to prevent Sexual Assault, Dating Violence, Domestic Violence and Stalking to incoming students and new Colleagues during their first semester.

BIAS/CONFLICT OF INTEREST
To raise any concern involving bias or conflict of interest by the Title IX Coordinator, contact the Jeff Fazio, Sexual Misconduct Response Coordinator, by phone at 869-465-4161 x 401-1159 or by email at JeFazio@rossvet.edu.uk. Concerns of bias or potential conflict of interest by any other Title IX personnel should be raised with the Title IX Coordinator.
REPORTING REQUIREMENTS

College administrators will issue timely warnings for incidents reported that pose a substantial threat of bodily harm or danger to other members of the campus community. RUSVM will make every effort to ensure that a victim’s name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. RUSVM reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

Personally identifiable information for victims of Sexual Assault, Dating Violence, Domestic Violence and Stalking will not be included in any publicly available recordkeeping, including Clery Act Reporting and disclosures such as the ASR.

ADDITIONAL INFORMATION

Students and Colleagues may contact the Title IX Coordinator with any questions related to this policy. In addition, the U.S. Department of Education Office for Civil Rights (“OCR”) investigates complaints of unlawful harassment of students in educational programs or activities. This agency may serve as a neutral fact finder and will attempt to facilitate the voluntary resolution of disputes with the parties. For more information, visit the OCR website at http://www.ed.gov/ocr/. To the extent that a Colleague or contract worker is not satisfied with RUSVM’s handling of a complaint, he or she may also contact the appropriate state or federal enforcement agency for legal relief. The OCR National Headquarters is located at:

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

PRIMARY PREVENTION AND AWARENESS PROGRAMS: RISK REDUCTION TIPS

Responsibility for sexual misconduct rests with those who commit such acts. Risk reduction tips are not intended to blame the victim. There are precautions we all can take which may limit our exposure to situations which may result in non-consensual sexual acts.

• Communicate limits/ boundaries and respect the limits/boundaries of others.
• Clearly and firmly say “No” to a sexual aggressor.
• If possible, leave the physical presence of a sexual aggressor or otherwise violently aggressive person.
• If someone is nearby, ask for help.
• Take responsibility for your alcohol/drug use. Acknowledge that alcohol/drugs lower sexual inhibitions and may make you vulnerable to someone who sees an impaired person as a sexual opportunity.
• Do not take advantage of someone’s intoxication or altered state even if alcohol or drugs were consumed willingly.
• If you choose to share intimate images, pictures, videos or content with others, even those you trust, be clear about your expectations regarding how the information may be used, shared or disseminated. If such information is shared with you, do not share it with others.
ADDENDUM (CONTINUED)

- Take care of friends and ask that they take care of you.
- As a sexual initiator, clearly communicate your intentions and give your sexual partner the opportunity to clearly communicate the same.
- Do not make assumptions about consent, sexual availability, sexual attraction, how far an interaction can go or about physical and/or mental ability to consent.
- Remember that consent should be affirmative and continuous. If there is any question or ambiguity, you should proceed as if you do not have consent.
- Consider mixed messages from a partner to be an indication that sexual conduct should stop so that better communication can occur.
- Recognize the potential for a sexual partner to feel intimidated or coerced by you as a result of a power advantage, your gender, your demeanor or your physical presence. Do not use or abuse that power.

Bystander Intervention Strategies

Intervention by classmates, colleagues and others within proximity to the precursors or signs of possible sexual assault, sexual exploitation, dating violence, domestic violence or stalking can significantly impact the course of an interaction between a latent perpetrator and victim. Bystanders may also encourage friends, classmates and colleagues who are already experiencing victimization to seek assistance sooner than they may have without encouragement, support or acknowledgment. Community members are encouraged to recognize warning signs and to consider possible methods of interference in various scenarios before opportunities to intervene arise. By planning ahead, we all maximize the likelihood of being empowered to take safe actions to either prevent sexual misconduct or offer paths to eliminate ongoing victimization.

When a member of the RUSVM community observes threatening, coercive, forceful, aggressive, or harassing behavior, it is important to assess the situation to determine the best possible course of action for all concerned. Some forms of intervention are direct, while others will be less apparent to the perpetrator or others within range of the interaction. Examples include but are not limited to:

- Making up an excuse to get someone out of a dangerous situation.
- Stepping in to change the course of an interaction.
- Warning potential or perceived perpetrators that their actions may lead to severe consequences.
- Refusing to leave the company of a potential victim despite efforts by an aggressor or pursuer to get the potential victim alone.
- Taking steps to reduce alcohol or drug consumption within a potentially dangerous social situation.
- Calling and cooperating with security, administration, the police or others to assist with intervention and accountability.
- Expressing concern or offering resources when you notice someone with unexplained or frequent injuries.
- Refusing to consider sex and/or gender-based misconduct a personal or private matter between the victim and the perpetrator.

Procedures to Follow After a Sexual Misconduct Incident

Complainants of any sexual misconduct that might constitute a crime, including domestic violence, dating violence, sexual assault, stalking and rape (including acquaintance rape) that impacts the RUSVM community have the option and are encouraged to contact local law enforcement authorities. The criminal process is separate from RUSVM’s process.

Whenever possible, Complainants should report a violation of this Policy as soon as possible and preserve evidence as may be necessary to prove that domestic violence, dating violence, sexual assault or stalking occurred, or to obtain a protection order. Complainants of sexual assault or rape are strongly encouraged to report the incident as described in this Policy to deter future assaults and to ensure that the Complainants receive the services they need. Steps should be taken to help deal with physical and emotional trauma associated with the violation. Recommended steps include:
1. Go to a safe place; go somewhere to get emotional support.
2. Consider reporting the incident to the police. Complainants are not required to report an incident to law enforcement authorities, but RUSVM will assist the Complainants with contacting the police, if requested.
3. Report the misconduct to the manager of student services, sr. manager of campus operations, one-up manager, campus incident commander, local RUSVM leadership, Title IX Coordinator or the CRC.
4. For your safety and well-being, immediate medical attention is encouraged. Time is a critical factor for evidence collection and reservation that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining an order of protection. Being examined as soon as possible, ideally within 120 hours, is important especially in the case of rape and other forms of sexual assault. To preserve evidence, it is recommended that, if at all possible, you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate or change clothes before that exam. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care. Additionally, you are encouraged to gather bedding, linens or unlaunched clothing and any other pertinent articles that may be used for evidence. Secure them in a clean paper bag or clean sheet. Completing a forensic examination does not require someone to file a police report. To find a location near you that performs free forensic examinations, call the National Sexual Assault Hotline at (800) 656-4673. Resources are also available through the Rape Abuse & Incest National Network (RAINN); www.RAINN.org.
5. Even after the immediate crisis has passed, consider seeking professional counseling and the support of local and specialized support agencies, such as sexual assault recovery centers and domestic violence safe houses. This can help to recover from the psychological effects and provide a safe environment for recovery.

RESOURCES FOR VICTIMS
Local Resources can be found in the RUSVM’s Annual Security Report distributed to each campus community and posted on the Student Consumer Information page of RUSVM’s website. The reports are available by location in a drop-down menu and contain lists of local resources available to victims of sex and gender-based misconduct. The resource lists are updated annually.

To access this information, go to: https://veterinary.rossu.edu/student-consumer-information

Additionally, the following resources exist to provide information and links to external assistance:

- **National Sexual Assault Hotline** 1.800.656.HOPE (4673) rainn.org
- **National Domestic Violence Hotline** 1.800.799.7233 (TTY) 1.800.787.3224 thehotline.org
- **National Network to End Domestic Violence** medv.org Womenslaw.org [Legal information and resources]
- **National Stalking Resource Center** victimsforcrime.org
- **Love is respect** 1.866.331.9474 (TTY) 1.866.331.8453 loveisrespect.org
- **National Suicide Prevention Hotline** 1.800.273.TALK (8255) suicidepreventionlifeline.org
- **Americans Overseas Domestic Violence Crisis Center** 1.866.USWOMEN (International Toll-Free) crisis@866uswomen.org
- **U.S. Embassy** usembassy.gov
- **Child Welfare Information Gateway** childwelfare.gov
- **State Statutes Including Mandatory Reporting Laws** childwelfare.gov/topics/systemwide/laws-policies/state
ADDENDUM (CONTINUED)

SEX & GENDER-BASED MISCONDUCT RESPONSE & PREVENTION POLICY
POLICY STATEMENT

Ross University School of Veterinary Medicine (“RUSVM”) is committed to providing a work and educational environment free of unlawful harassment, discrimination and retaliation. RUSVM expressly prohibits sex and/or gender-based misconduct, which includes sexual harassment, sex discrimination, sexual assault, rape, domestic violence, dating violence, stalking, sexual exploitation and gender-based harassment. Any acts that meet this Policy’s definitions of sex and/or gender-based misconduct are a violation of RUSVM’s Policy. RUSVM is committed to fostering an environment where any alleged violation of this Policy is promptly reported, and complaints are resolved in a fair and timely manner. Creating a safe environment is the responsibility of all members of the community. Regardless of the definitions provided below, anyone who believes they are a victim of sex and/or gender-based misconduct should report the incident as soon as possible to the Sexual Misconduct Response Coordinator (See “Definitions” section below for contact information) or the campus complaint administrator in addition to seeking immediate medical and/or safety assistance.

This Policy applies to complaints or reports of alleged sex and/or gender-based misconduct. RUSVM states that no student or employee should be denied equal access to educational programs or activities on the basis of sex or gender, regardless of geographic location. Accordingly, RUSVM has adopted this institutional Policy to ensure that students and employees are protected even when they are located outside of the United States.

RUSVM reserves the right to make changes to this policy as necessary, and once those changes are posted online, they are in effect. If laws, regulations or court decisions change requirements in a way that affects this policy, the policy will be construed to comply with the most recent laws, regulations or holdings.

SCOPE

This Policy applies to all members of the RUSVM community, and includes but is not exclusive to faculty, staff, students, visitors, volunteers, vendors and persons related to, receiving or seeking to receive services, or otherwise pursuing studies with the organization. It also applies, as appropriate, to any alleged act of sex and/or gender-based misconduct that adversely impacts the RUSVM community, whether those acts occur on or off campus.

KEY DEFINITIONS

“Affirmative Consent” is the affirmative, knowing, conscious, voluntary and mutual agreement to engage in sexual activity. Consent can only exist free from intimidation, force, threat of force or coercion. Under this Policy, “No” always means “No” and “Yes” may not always mean “Yes.” Anything but voluntary, conscious, affirmative consent to any sexual activity is equivalent to “no” for purposes of this Policy. It is the responsibility of each person involved in the sexual activity to ensure that he or she has the affirmative consent of the other or others to engage in the sexual activity. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. While the legal definition of consent is found in the RUSVM’s Annual Disclosure, the following general rules apply when assessing whether consent has been/was given.

- Consent can never be assumed.
- The lack of protest or resistance does not constitute consent, nor does silence.
- Where there is use of threat, force or restraint by the Respondent, the lack of verbal or physical resistance or the submission by the victim does not constitute consent.
- The manner of dress of the victim does not constitute consent.
- The existence of a dating relationship between the persons involved or the fact of past sexual relations between them should never, by itself, be assumed to be an indicator of consent.
- Consent to sexual activity with one person does not constitute consent to sexual activity with another person.
ADDENDUM (CONTINUED)

• A person who initially consents to sexual contact, including penetration, may withdraw continued consent at any time during the course of that interaction. When consent is withdrawn or can no longer be given, engagement in sexual activity must stop.
• Consent to some form of sexual activity cannot automatically be taken as consent to any other form of sexual activity.
• A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following: the person is incapacitated due to use or influence of alcohol or drugs; the person is asleep or unconscious; the person is under age, or the person is incapacitated due to a mental disability.
• Consent is required regardless of whether the person initiating sexual activity is under the influence of drugs and/or alcohol.
• A power differential between people engaged in a sexual act presumes the inability to consent for the less powerful person (e.g., the student in a student-colleague interaction; the supervisee in a direct report-supervisor interaction).
• It is not a valid excuse to alleged lack of affirmative consent that the Respondent believed the victim consented to sexual activity if the:
  o Respondent’s belief arose from the Respondent’s own intoxication or recklessness
  o Respondent did not take reasonable steps to ascertain whether the Complainant affirmatively consented
  o Respondent knew or a reasonable person should have known that the Complainant was asleep, unconscious, incapacitated due to the influence of drugs, alcohol or medication, or was unable to communicate due to a mental or physical condition.

“Colleague” an employee of Ross University School of Veterinary Medicine.

“Colleague Code of Conduct” refers to the “Adtalem Code of Conduct and Ethics” (https://www.adtalem.com/content/dam/atge/www_adtalem_com/documents/organizationalgovernance/code_of_conduct.pdf), which is applicable to colleagues at all Adtalem Global Education institutions and offices and outlines colleagues’ rights and responsibilities.

“Colleague complaint procedure” is the vehicle by which colleagues can bring to the administration’s attention any complaint relating to their experience with RUSVM or a member of the RUSVM community. It is the mechanism for investigating and trying to resolve complaints raised by colleagues and can be found in the Commons (apps.adtalem.com > Commons- HR Portal > Policy Central).

“Complainant” an individual who is alleged to be the victim of conduct that could constitute sex and/or gender-based misconduct.

“CRC” refers to the Coaching Resource Center, which is available to managers to assist in addressing colleague relations concerns, including complaints about colleague or vendor conduct.

“Dating Violence” means violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship; the type of relationship; and, the frequency of interaction between the persons involved in the relationship.

“Decision-Maker” panel of no fewer than three (3) member who will facilitate the live hearing and determine if a violation of this Policy occurred.

“Domestic Violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
“Formal Complaint” is a document (hardcopy or electronic) filed by a Complainant or signed by the Sexual Misconduct Response Coordinator alleging Sexual Harassment against a Respondent and requesting that RUSVM investigate. A Formal Complaint must be signed (physical or digital) by the Complainant, the Sexual Misconduct Response Coordinator, or otherwise indicate that the Complainant is the person filing the Formal Complaint. At the time of filing a Formal Complaint, the Complainant must be participating in or attempting to participate in RUSVM’s education Program or Activity with which the Formal Complaint is filed.

“Gender-based Misconduct” refers to unwelcome conduct, including harassment, of an unacceptable nature based on actual or perceived biological sex, including behaviors based on gender identity, expression and nonconformity with gender stereotypes.

“Mandatory Reporter” is an employee who must report all instances of Sexual Harassment to the Sexual Misconduct Response Coordinator. All employees are Mandatory Reporters.

“Member of the RUSVM community” includes students, faculty members or staff and any other individuals associated with Ross University School of Veterinary Medicine. The conduct administrator or complaint administrator shall determine a person’s status in a particular situation.

“Notice” refers to any information regardless of whether it is direct, indirect, partial or complete received by a colleague that indicates possible sex or gender-based misconduct. When notice is received, colleagues are required to inform the Sexual Misconduct Response Coordinator or their supervisor who, in turn, must make a report to the Sexual Misconduct Response Coordinator.

“One-up manager” is a colleague’s manager’s manager. It is the person responsible for receiving a colleague’s complaint when his/her direct manager is implicated in that complaint.

“Program or Activity” is an on or off campus locations, events, or circumstances over which RUSVM exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurred.

“Rape” is any penetration, no matter how slight, of the vagina or anus with any body part or object or oral penetration by a sex organ of another person, without the affirmative consent of the victim and/or by force. Rape may involve strangers or a non-stranger (e.g., friend, classmate, relative, spouse or co-worker). In these instances, rape is often referred to as “acquaintance rape.” Rape is a crime regardless of a relationship or lack thereof between individuals.

“Respondent” an individual who has been reported to be the perpetrator of conduct that could constitute sex and/or gender-based misconduct.

“Sexual Assault” means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

“Sexual Contact” means the deliberate touching of a person’s intimate body parts (including lips, genitalia, groin, breast, buttocks or clothing covering any of those areas), or using force to cause self-touching by another person of intimate body parts.
“Sexual Exploitation” occurs when a person takes non-consensual or abusive sexual advantage of another for the advantage or benefit of themselves or any other person that is not the person being exploited by the behaviors. Examples include but are not limited to: invasion of sexual privacy; prostitution; non-consensual recording of nudity or sexual activity; voyeurism; knowingly exposing someone to an STI, STD or HIV; intentional exposure of genitals in non-consensual circumstances and sex-based stalking or bullying.

“Sexual Harassment” is conduct on the basis of sex that satisfied one or more of the following:

1. A RUSVM colleague (employee) conditioning educational benefits or participation on an individual’s participation in unwelcome sexual conduct (i.e. quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to RUSVM’s education program or activity; or
3. Sexual Assault, Dating Violence, Domestic Violence or Stalking.

“Sex and Gender-based Misconduct” is a broad term used to refer to all conduct prohibited by this Policy. This encompasses sexual harassment, gender-based harassment, dating violence, domestic violence, rape, sexual assault, sexual exploitation and stalking that fall outside of RUSVM’s Title IX policy. Sex and gender-based misconduct can occur between strangers or non-strangers, including people involved in an intimate or sexual relationship. Sex and gender-based misconduct can be committed by any person regardless of sex, gender or sexual orientation of the victim or perpetrator.

“Sexual Misconduct Response Coordinator” is Jeffrey Fazio, Student Engagement Manager (JeFazio@rossvet.edu or 869.465.4161 x 401-1159) responsible for overseeing compliance with all aspects of this Policy and designated to receive and monitor resolution for all sexual misconduct reports.

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

“Code of Conduct applicable to students” refers to the policy titles “Student Code of Conduct,” which is accessible in the student handbook. It outlines students’ rights and responsibilities, as well as the process by which action may be taken against a student for Code violations.

“Student complaint procedure” is the vehicle by which students can bring to RUSVM’s attention any complaint relating to their experience with RUSVM or a member of the RUSVM community. It is the mechanism for investigating and attempting to resolve complaints raised by students. The student complaint procedure can be found in the student handbook https://veterinary.rossu.edu/media/11921/rusvm-student-handbook.

“Speak Up” refers to the Adtalem Speak Up Program, a reporting system managed by a third-party vendor (Convercent), which encourages members of the RUSVM community to come forward with questions or concerns, including allegations of sex and/or gender-based misconduct. Reports can be made anonymously, or reporters can provide their name and contact information. Colleagues are expected to ask legal, compliance and ethics questions and report suspected wrongdoing. Colleagues and students can utilize the Speak Up program by contacting the third-party contractor Convercent by phone at 1.800.461.9330 (in the U.S.) or +1.720.514.4400 (in St. Kitts), or online at www.speakupadtalem.com.
“Stranger” and “Non-stranger” are terms to describe the association between a victim of sexual harassment or sexual misconduct and the Respondent. A “Stranger” is a person(s) not known by the victim at the time of the alleged sexual harassment or sexual misconduct. A “Non-stranger” is a person(s) known by the victim, whether the person(s) is known casually, intimately or for a short or long period at the time of the alleged sexual harassment or sexual misconduct. RUSVM’s Sex and Gender-Based Misconduct Response and Prevention Policy applies to misconduct involving both Strangers and Non-strangers, occurring on- or off-campus.

“Supportive Measures” are individualized services reasonably available upon report of sex and gender-based misconduct.

“Title IX” is a federal law which prohibits Sexual Harassment committed against persons in the United States as part of RUSVM’s education program or activity. RUSVM’s Title IX policy is https://veterinary.rossu.edu/student-consumer-information. Title IX is enforced by the U.S. Department of Education.

“Title IX Coordinator” is Dwight Hamilton, Director, Office of Equity and Access (titleixcoordinator@adtalem.com or 312.651.1458) is responsible for overseeing compliance with all aspects of RUSVM’s Title IX policy and responsibilities.

HOW TO FILE A COMPLAINT

If you have experienced or witnessed sex and/or gender-based misconduct, RUSVM encourages you to notify the Sexual Misconduct Response Coordinator as soon as possible after the incident. A report may be made to either or both the police and the Sexual Misconduct Response Coordinator. The criminal process is separate from RUSVM’s process. Complainants have the option to notify law enforcement directly or be assisted in doing so. If requested, RUSVM will assist a victim of Sexual Harassment in contacting the police. A Complainant is not required to contact the police in order to pursue RUSVM’s grievance process.

A report can be filed with a manager, one-up manager, incident commander, designated local campus administrator or through the Sexual Misconduct Response Coordinator.

Sexual Misconduct Response Coordinator:
Jeffrey Fazio
Student Engagement Manager
Ross University School of Veterinary Medicine
P.O. Box 334 Basseterre St. Kitts, West Indies 869.465.4161 x 401-1159
JeFazio@rossvet.edu.kn

Reports can be made by victims, third parties or bystanders with the option to remain anonymous through the Speak Up program by phone at 1.800.461.9330 (in the U.S.) or +1.720.514.4400 (in St. Kitts), or online at www.speakupadtalem.com. Timely response to electronic reports should occur within 12 hours of initial receipt.

If a victim wishes to access local community agencies for support or law enforcement to make a report, upon request, RUSVM will assist the victim in making these contacts. Direct assistance, though limited, remains available when reports are made anonymously through Speak Up.
Anyone may make a report regarding any information pertaining to violations of this Policy. All RUSVM colleagues (faculty, staff, administrators and student workers) who are not otherwise identified in this Policy or through institutional addendums as confidential resources are required to immediately provide any information received about any actual or suspected sex and/or gender-based misconduct impacting the RUSVM community to appropriate officials with some very narrow exceptions discussed elsewhere in this Policy (see “Confidentiality”). Regardless of how notice is received, reports may prompt a need for RUSVM to investigate.

REPORTING BY COLLEAGUES TO EXTERNAL AUTHORITIES

Colleagues who are made aware of a possible violation of this Policy are required to contact their manager or one-up manager and also the Sexual Misconduct Response Coordinator. Colleagues can also submit named or anonymous reports of sexual and/or gender-based misconduct by utilizing the Adtalem “Speak Up” hotline at www.speakupadtalem.com.

Colleagues should contact the Sexual Misconduct Response Coordinator with any questions about whether a report to law enforcement is appropriate. Nothing in this Policy prohibits a student or colleague from reporting a crime directly to local authorities.

Disciplinary procedures are independent of any and all procedures and proceedings under local, state or federal criminal or civil law. In all cases, RUSVM reserves the right to refer cases for parallel criminal prosecution or to pursue sanctions regardless of criminal prosecution. Violations of this Policy by a visitor, volunteer, vendor, agents or other third parties affiliated with RUSVM may also result in the termination of pre-existing or future relationships.

COMPLAINANT’S RIGHTS

RUSVM will implement Supportive Measures to protect victims of sex and gender-based misconduct and maintain a positive learning and working environment by minimizing or eliminating contact between Complainant and Respondent and providing reasonable academic, employment, and administrative accommodations. See “Supportive Measures” paragraph above for additional details.

Complainant’s rights include:

1. The right to notify or not notify law enforcement and to request and receive assistance from RUSVM in making a report if desired.
2. The right to summary information on all available response options, such as complaint resolution procedures, including the necessary steps and potential consequences of each option whether or not a formal report is made to the institution.
3. The right to be free from undue coercion from RUSVM to pursue or not pursue any course of action.
4. The right to be informed of the institution’s role regarding orders of protection, no contact orders, restraining orders or similar lawful orders issued by a civil, criminal or tribal court (when applicable). RUSVM abides by orders of protection (including no-contact orders and restraining orders), which are generally issued by a municipal court to protect a person or entity in a situation involving sexual assault. RUSVM may also liaise with local authorities to assist an individual who wishes to obtain protective or restraining orders.
5. The right to request and receive information on how to make a confidential report for the purposes of tracking campus crime without otherwise divulging details that would require or permit RUSVM to investigate and respond (when the incident has not yet been reported to a colleague required to notify the Sexual Misconduct Response Coordinator).
6. The right to contact information for the Sexual Misconduct Response Coordinator, available confidential advisors, community-based resources (sexual assault crisis centers or other appropriate support services), campus security and/or local law enforcement.
7. The right to be fully informed of any applicable disciplinary conduct process and procedures.

8. The same rights as the Respondent to attend and have a support person of their choice and/or witnesses present at student conduct hearings and any meetings leading up to such a hearing.

9. The right to be informed of the outcome of any student or colleague conduct process involving alleged sex or gender-based misconduct regardless of participation in the process leading to that outcome. In the case of student conduct proceedings, victims have the right to appeal the outcome.

10. The right to request Supportive Measures.

11. The right to obtain and have enforced a campus-issued limiting instruction or no contact order or a court issued order of protection or no contact order.

12. The right to be informed about RUSVM’s ability to provide assistance, upon request, in accessing and navigating campus and/or community resources for health, mental health, advocacy, and/or other services for survivors of sexual assault, relationship violence and other forms of sexual misconduct.

13. The right to be free from any suggestion that they are at fault or should have acted in a different manner to avoid reported sex or gender-based misconduct.

14. The right to not be required to describe the incident to more representatives than absolutely necessary for proper investigation and response and under no circumstances will a victim be required to repeat details of the incident to secure appropriate accommodations.

15. The right to make an impact statement during the point in any conduct review process where the decision maker is prepared to deliberate on appropriate sanctions.

CONFIDENTIALITY

RUSVM wishes to create an environment in which individuals feel free to discuss concerns and make complaints. RUSVM understands that victims, witnesses and others involved in the investigation process may be concerned about the confidentiality of the information they are sharing. In some cases, however, RUSVM may be obligated to take action when it becomes aware of information relating to a complaint.

Confidentiality in cases of sex and/or gender-based misconduct will be maintained to the extent permissible by law and consistent with RUSVM’s obligations in investigating complaints. Once an individual discloses identifying information to RUSVM through the processes described above and in the applicable complaint procedures, that person will be considered to have filed a complaint with RUSVM.

While the confidentiality of information received, the privacy of individuals involved and compliance with the wishes of the Complainant or witnesses cannot be guaranteed, they will be respected to the extent possible and appropriate.

If students or colleagues wish to speak with someone who can assure confidentiality, they may contact a Confidential Advisor.

Confidential Resource: RUSVM Counseling Center
Basseterre, St. Kitts | West Indies
Room 07-121
counselingcenter@rossvet.edu.kn | 465.4161 x401.1500

Students and colleagues are also encouraged to access counseling services available by referral through RUSVM’s third-party providers: ASPIRE (for students) at 1.888.480.1531, info@myaspireonline.com, or myaspireonline.com and Guidance Resources (for colleagues) at 1.877.623.3879.

These confidential resources permit discussion of an incident without beginning the investigation process. Local or profession specific mandatory reporting laws related to certain types of concerns (i.e., child sexual abuse) may still trigger a requirement for a confidential resource to report an incident to identified enforcement agencies.
ADDENDUM (CONTINUED)

SUPPORT AND RESOURCES

Upon report of alleged sex and/or gender-based misconduct, the Sexual Misconduct Response Coordinator will offer individualized appropriate support (“Supportive Measures”) or refer the victim directly to immediate assistance. Supportive Measures are available to the Respondent or Complainant, as appropriate. Examples include academic accommodations, changes in housing for the victim or a Respondent student, changes in working situations and other arrangements as may be appropriate and available (such as limiting orders, campus escorts, transportation assistance or targeted interventions).

Victims of sexual assault, dating violence, domestic violence and/or stalking will also be provided with written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available.

RUSVM will keep confidential the victim’s identity and any accommodations or Supportive Measures provided, to the extent that maintaining such confidentiality will not impair RUSVM’s ability to provide the accommodations or Supportive Measures.

Supportive Measures are individualized and appropriate based on the information gathered by the Sexual Misconduct Response Coordinator. If circumstances related to an incident change over time, these and other Supportive Measures may be revisited. RUSVM may also provide referrals to counseling services, at the victim’s option, including but not limited to the confidential colleague and student support services outlined above (See “Reporting”). Local resource lists can also be found through student services. A brief list of national and international referral sites can be found below.

ADDITIONAL RESOURCES FOR COMPLAINANTS

Local Resources can be found in the RUSVM’s Annual Security Report distributed to each campus community and posted on the Student Consumer Information page of RUSVM’s website. The reports are available by location in a drop-down menu and contain lists of local resources available to victims of sex and gender-based misconduct. The resource lists are updated annually.

To access this information, go to: https://veterinary.rossu.edu/student-consumer-information

Additionally, the following resources exist to provide information and links to external assistance:

- National Sexual Assault Hotline 1.800.656.HOPE (4673) raiin.org
- National Domestic Violence Hotline 1.800.799.7233 (TTY) 1.800.787.3224 thehotline.org
- National Network to End Domestic Violence nnedv.org womenslaw.org [Legal information and resources]
- National Center for Victims of Crime victimsofcrime.org
- loveisrespect 1.866.331.9474 (TTY) 1.866.331.8453 loveisrespect.org
- National Suicide Prevention Hotline 1.800.273.TALK (8255) suicidepreventionlifeline.org
- Americans Overseas Domestic Violence Crisis Center 1.866.USWOMEN (International Toll-Free) crisis@866uswomen.org
- U.S. Embassy usembassy.gov
- Child Welfare Information Gateway childwelfare.gov
- State Statutes Including Mandatory Reporting Laws childwelfare.gov/topics/systemwide/laws-policies/state
ADDENDUM (CONTINUED)

AMNESTY FOR COMPLAINANTS AND WITNESSES
RUSVM will investigate allegations of sex and gender-based misconduct, including when drugs or alcohol may have been involved. RUSVM encourages the reporting of sex and gender-based misconduct by victims and witnesses who are sometimes hesitant to report to RUSVM officials or participate in the resolution processes because of concern that they may be accused of policy violations, such as underage drinking or drug use at the time of the incident. It is in the best interest of the community that victims and witnesses come forward to share what they know regarding violations of this Policy. To encourage reporting, RUSVM grants victims and witnesses amnesty, when appropriate, for potential RUSVM policy violations and provides all parties and witnesses other interim measures as appropriate or needed.

Similarly, RUSVM encourages direct assistance to those in need as a result of sex or gender-based misconduct. In instances where minor policy violations are revealed as a result of a person providing assistance to a victim, policy violations should not be overlooked; however, RUSVM may provide educational options, rather than punitive sanctions, to those who offer their assistance.

COMPLAINT DISMISSAL
RUSVM may dismiss a Formal Complaint if the Complainant informs the Sexual Misconduct Response Coordinator, in writing, that he, she, or they withdraw the Formal Complaint or allegations therein; the Respondent is no longer enrolled or employed by RUSVM; or if specific circumstances prevent RUSVM from gathering sufficient evidence to reach a determination. If a Formal Complaint is dismissed, the parties will be provided written notice of the dismissal outlining the reason(s) for dismissal.

EMERGENCY REMOVAL
RUSVM can remove a Respondent entirely or partially from an educational Program or Activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical or safety of any student or other individual justifies removal. The risk analysis is performed by the Sexual Misconduct Response Coordinator in conjunction with the Director, Enterprise Safety and Security.

In cases in which an emergency removal is imposed, the Respondent will be given notice of the action and the option to request to meet with the Sexual Misconduct Response Coordinator prior to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the action/removal should not be implemented or should be modified. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived.

The Sexual Misconduct Response Coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline, which may include expulsion or termination.

RUSVM will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Sexual Misconduct Response Coordinator, these actions could include, but are not limited to: temporarily re-assigning a Colleague, restricting a student’s or Colleague’s access to the campus, allowing a student to withdraw or take grades of incomplete without financial penalty, and authorizing an administrative leave.
GRIEVANCE PROCESS

RUSVM utilizes a prompt, equitable and impartial grievance process to evaluate reports. Personnel involved in the grievance process will be free from conflicts of interest or bias for or against the parties.

The parties will receive equal opportunity to provide information, witness statements, evidence, and other information that may be necessary to fully evaluate the alleged offense. Both parties will be afforded equitable rights and access during the grievance process.

Generally, the grievance process consists of a report, investigation, live hearing (including cross-examination), determination, disciplinary measures, remedies and appeal (if applicable). The grievance process, barring extenuating circumstance, will conclude within 90 calendar days from the date a report is received. The parties will be notified by the investigator or decision-maker if the process will take longer than 90 days.

ADVISOR

The parties may be accompanied by an advisor of their choice. If a party does not have an advisor present at the live hearing, the RUSVM will select and provide an advisor, without fee or charge, to conduct cross-examination of witnesses on behalf of that party. The parties may not conduct cross-examination.

Choosing an advisor who is a witness in the grievance process creates potential for bias and conflict of interest. A party who chooses an advisor who is also a witness can anticipate that issues of potential bias will be explored by the Decision-Maker.

The parties are expected to ask and respond to questions on their own behalf throughout the investigation phase of the grievance process. Advisors are expected to advise without disrupting proceedings. For example, advisors should not address RUSVM officials in a meeting or interview unless invited to. An advisor may not make a presentation during any meeting or proceeding and may not speak on behalf of the party to the investigation or other Decision-Maker except during a live hearing, during cross-examination. If an advisor is disruptive or otherwise fails to respect the limits of the advisor role, the meeting or interview may be ended.

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third Parties, disclosed publicly, or used for purposes not explicitly authorized by RUSVM. RUSVM may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the RUSVM’s privacy expectations.

INVESTIGATION

When the Complainant chooses or RUSVM believes it is necessary, a prompt, fair and impartial process from the initial investigation to the final result to resolve reports of sex and gender-based misconduct. In the event a Complainant requests that an investigation not occur, their request will be honored when possible and unless RUSVM determines in good faith that failure to investigate creates a potential risk of harm to the Complainant or other member of the RUSVM community.

If an investigation is initiated, the process will be conducted by officials of the Office of Equity and Access, or its designee, who will receive annual training on the issues related to sex and gender-based misconduct, including sexual assault, dating violence, domestic violence and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. RUSVM officials who do not have a conflict of interest or bias for or against the Complainant or the Respondent will conduct the process.
Generally, an investigation will consist of interviewing the Complainant, the Respondent and any witnesses. The parties will be provided an equal opportunity to present fact and expert witnesses or other evidence. The parties (and their advisors) will be provided with evidence directly related to the allegations, in electronic format or hardcopy, with at least 10 days for the parties to inspect, review, and respond to the evidence. The Investigator will consider the responses received from the parties before issuing the investigative report.

Once the investigation has concluded, the Investigator will draft an investigative report (hardcopy or electronic) that fairly summarizes relevant evidence. The investigative report will be sent to the parties (and their advisors) at least 10 days prior to a live hearing. The parties may provide a written response to the investigative report.

The colleague complaint procedure, which details the investigation and resolution processes and prohibited colleague conduct, can be found on the Commons (apps.adtalem.com > Commons- HR Portal > Policy Central).

Privacy of the records specific to a sex and/or gender-based misconduct investigations are maintained in accordance with applicable law, including the Family Educational Rights and Privacy Act (FERPA). Any public release of information to issue a timely warning will not include the names of victims or information that could easily lead to a victim’s identification. In appropriate instances, pertinent Supportive Measures and the results of disciplinary hearings regarding the Respondent will be disclosed to the Complainant. Confidentiality will be maintained whenever possible; however, RUSVM reserves the right to exercise discretion and disclose details of an incident or allegation to assure community safety or the safety of an individual.

**INFORMAL RESOLUTION**

If the Sexual Misconduct Response Coordinator deems appropriate and both parties voluntarily consent in writing, Formal Complaints can be resolved through informal resolution, such as mediation. The Sexual Misconduct Response Coordinator will facilitate an appropriate informal resolution process depending on the nature of the allegations, the parties involved, and the overall circumstances. Informal resolution will be conducted by a facilitator, who will be designated by the Sexual Misconduct Response Coordinator. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process. Informal resolution is unavailable to resolve allegations that a Colleague sexually harassed or sexual assaulted a student.

**LIVE HEARING**

If a report is not resolved informally, RUSVM will conduct a live hearing. Live hearings are facilitated by designated Decision-Maker. The Decision Maker will be selected by the Office of Equity and Access. The Decision-Maker consists of a panel of no fewer than three (3) members, designated from the hearing panel.

Cross-examination during the live hearing will be conducted directly, orally, and in real time by the party’s advisor and not by a party personally. The Decision-Maker will permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Decision-Maker must first determine whether the question is relevant and explain to the party’s advisor asking cross-examination questions any decision to exclude a question as not relevant.
Rape shield protections are applied to Complainants, deeming irrelevant questions and evidence about a Complainant’s prior sexual behavior unless offered to prove that someone other than the Respondent committed the alleged Sexual Harassment or offered to prove consent.

If a party or witness does not submit to cross-examination at the live hearing, the Decision-Maker will not rely on any statement of that party or witness in reaching a determination regarding responsibility. This prohibition will also apply to third-party documents to the extent that statements from the party that does not to cross-examination. The Decision-Maker will not draw an inference about the determination regarding responsibility based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.

At the request of either party, RUSVM will provide for the entire live hearing (including cross-examination) to occur with the parties located in separate rooms with technology enabling the parties to see and hear each other. Live hearings may be conducted with all parties physically present in the same geographic location or, at RUSVM’s discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. An audio or audiovisual recording, or transcript, of any live hearing will be created and maintained for seven (7) years. Individuals participating in the live hearing cannot be disruptive and must follow the policies and procedures set by RUSVM. The Decision-Maker has the authority to enforce decorum.

STANDARD OF EVIDENCE
The Decision-Maker will utilize the preponderance of evidence standard to determine if a violation of the Sex and Gender-Based Misconduct Response and Prevention Policy occurred. The preponderance of evidence standard means that based on all the information available, it is more likely than not that the alleged sexual harassment or sexual misconduct occurred.

EVIDENCE LIMITATIONS
RUSVM will not use, rely on or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. RUSVM will not access or use a party’s medical, psychological, and similar treatment records unless the party provides voluntary, written consent. Prior sexual behavior unless offered to prove that someone other than the Respondent committed the alleged sexual misconduct or offered to prove consent. Past findings of domestic violence, dating violence, stalking or sexual assault may be admissible in the review process stage that determines sanction.

WRITTEN DETERMINATION
Once complete, the parties will be simultaneously informed in writing of the outcome. Notice to both parties will include the written statement detailing the factual findings supporting the determination and the rationale for the sanction/discipline (if any) to the degree possible and always when the sanction/discipline is directly relevant to that individual. The notice will also include appeal procedures, if applicable, and when the results become final.

DISCIPLINARY REVIEW AND ACTION
Acts of sex and/or gender-based misconduct are subject to disciplinary action. Disciplinary actions against the Respondent will not be imposed before completion of RUSVM’s grievance process. Following a determination of responsibility, appropriate corrective action will be taken, and RUSVM will take steps to prevent recurrence. Disciplinary actions taken will be determined on a case-by-case basis. Disciplinary action is not intended to determine criminal responsibility. Rather, it is intended to identify and respond to violations of RUSVM policy and community standards. Separate and distinct disciplinary action may also be
ADDENDUM (CONTINUED)

considered in instances of retaliation against those who in good faith report or disclose an alleged violation of the comprehensive policy, file complaint, or otherwise participate in the complaint resolution procedure. Failure to abide by imposed disciplinary actions (whether by refusal, neglect or any other reason), may result in additional disciplinary action, including suspension or termination. Failure by Respondent to adhere to Disciplinary Action will be considered a form of retaliation or an extension of the initial allegations.

Individuals who make a materially false statement in bad faith in the course of a grievance process under this Policy will be subject to RUSVM’s Code of Conduct policies.

REMEDIES
Remedies are provided to a Complainant whenever a Respondent is found responsible and may be disciplinary and punitive. Student remedies are designed to maintain the Complainant’s equal access to education. Remedies will be determined on a case-by-case basis and reasonable under the circumstances. Remedies may include supportive measures.

SANCTIONS FOR STUDENT MISCONDUCT
If RUSVM determines that sex and/or gender-based misconduct has occurred, appropriate disciplinary sanctions for substantiated violations of this Policy by students, up to and including expulsion, will be imposed in accordance with the Code of Conduct applicable to students found at https://veterinary.rossu.edu/media/11921/rusvm-student-handbook. The full list of available sanctions is provided in the Code of Conduct applicable to students.

This Policy statement is not intended to replace or substitute for the Code of Conduct applicable to students. This Policy is a supplement to the community standards that the Code of Conduct applicable to students sets forth. In addition, violations of this Policy may trigger application of sanctions to a student imposed under local, state or federal law.

SANCTIONS FOR COLLEAGUE MISCONDUCT
Disciplinary sanctions for a colleague’s violation of this Policy may include written reprimand, warning, probation, suspension, housing suspension, housing expulsion, limiting order, change in job assignment, office relocation, reduction of awards under the management incentive plan, or termination of employment or contract, and will be imposed in accordance with applicable RUSVM policies and procedures.

RUSVM reserves the right to impose further and/or different sanctions appropriate to an individual situation. In addition, violations of this Policy may trigger application of sanctions to a colleague imposed under local, state or federal law.

Colleagues are also subject to processes and discipline determined by the Human Resources Department. The HR process is separate and apart from the Sexual Misconduct Response process and not constrained by the outcome of the Sexual Misconduct Response process.
APPEAL

Both parties have the right to appeal a determination regarding responsibility, RUSVM’s dismissal of a Formal Complaint or any allegations therein if: (1) procedural irregularity affected the outcome of the matter; (2) there is newly discovered evidence that could affect the outcome of the matter; (3) a conflict of interest or bias, that affected the outcome of the matter; and/or (4) the proposed Remedy was not reasonable based on the evidence compiled during the investigation.

An appeal must be submitted in writing to the Sexual Misconduct Response Coordinator within ten days of the delivery of the Written Determination.

RETAILATION PROHIBITED

Retaliation (including intimidation, threats, coercion or discrimination) against an individual for raising an allegation of sexual and/or gender-based misconduct, for cooperating in the investigative is prohibited. If you believe you have been retaliated against, you should follow the procedures outlined in RUSVM’s Retaliation policy located in the Student Handbook. Colleagues should refer to the Retaliation policy located in the Global Employee Handbook.

TRAINING FOR TITLE IX/SEXUAL MISCONDUCT RESPONSE PERSONNEL

RUSVM ensures that its Sexual Misconduct Response personnel have adequate training. The Sexual Misconduct Response Coordinator and Investigators are trained on the definition of Sexual Harassment, the scope of RUSVM’s education Program or Activity, how to conduct an investigation, RUSVM’s grievance process (including hearings, appeals, and informal resolution processes, as applicable) and how to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Decision-Makers are trained on the definition of Sexual Harassment, the live hearing process, technology to be used in live hearings, and issues of relevance (including how to apply the rape shield protections provided for Complainants). Informal resolution facilitators are trained on the informal resolution process.

Materials used to train Sexual Misconduct Response personnel are posted on RUSVM’s website and may also be requested directly from the Sexual Misconduct Response Coordinator.

RUSVM will provide primary prevention and awareness programs to prevent Sexual Assault, Dating Violence, Domestic Violence and Stalking to incoming students and new Colleagues during their first semester.

BIAS/CONFLICT OF INTEREST

To raise any concern involving bias or conflict of interest by the Sexual Misconduct Response Coordinator, contact the Director of the Office of Equity and Access, Dwight Hamilton, by phone at 312.651.1458 or by email at equity@adtalem.com. Concerns of bias or potential conflict of interest by any other Title IX personnel should be raised with the Sexual Misconduct Response Coordinator.
TIMELY WARNING REQUIREMENTS

College administrators will issue timely warnings for incidents reported that pose a substantial threat of bodily harm or danger to other members of the campus community. RUSVM will make every effort to ensure that a victim’s name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. RUSVM reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

Personally identifiable information for victims of Sexual Assault, Dating Violence, Domestic Violence and Stalking will not be included in any publicly available recordkeeping, including Clery Act Reporting and disclosures such as the ASR.

PREVENTION AND AWARENESS

Acts that are deemed to fall within the scope of this Policy are violations of the Codes of Conduct as well as the expectations of members of the RUSVM community. These acts may also be crimes. In an effort to increase the likelihood of intervention and reduce the risk of sex and/or gender-based misconduct from occurring among its students and colleagues, RUSVM is committed to providing primary and ongoing awareness and prevention programming.

Primary and ongoing awareness and prevention programs will cover the continuum of issues contemplated by this Policy. Themes will include situational awareness and prevention strategies, such as bystander intervention and other forms of risk reduction. While bystander intervention specifically refers to the safe and effective ways in which third parties can intervene to thwart sex and/or gender-based misconduct, risk reduction also encompasses various strategies to eliminate or reduce risk of harm by avoiding or removing oneself from situations that are dangerous or uncomfortable. Awareness programs are events that occur online or in person that invite active engagement of community members. It is the expectation and responsibility of each member of the RUSVM community to participate in programming which will assist with ongoing prevention efforts as well as effective and efficient identification and response when sex and/or gender-based misconduct does occur.

Primary prevention and awareness programming will include a comprehensive online education platform intended for viewing by all colleagues and students as well as student-facing vendors if necessary and appropriate. The program will be completed by:

- New students and transfer students within three weeks of the start of the student’s first session
- Returning and continuing students who did not take the training as a new or transfer student within three weeks of the start of the session the student is scheduled to resume or continue studies
- Colleagues by the date stated in email notification
- Specific vendors by the date stated in email notification

Access to the primary prevention program and its contents will be ongoing throughout the participant’s relationship with RUSVM. Members of the RUSVM community are encouraged to visit this resource regularly for personal, professional and academic purposes.

Ongoing prevention and awareness campaigns are public service announcements and campaigns as well as messages and activities integrated into the day-to-day fabric of the academic community. These initiatives are intended to reinforce increased awareness regarding sex and/or gender-based misconduct and prevention strategies throughout the year. RUSVM will continually seek formal and informal ways to incorporate additional awareness and prevention strategies, e.g., active and passive educational
ADDENDUM (CONTINUED)

campaigns, such as social norms poster campaigns, newsletter articles, presentations and volunteerism with local community resource agencies. When additional ongoing education is provided, the organizer will report that event, activity or effort to the Sexual Misconduct Response Coordinator for record keeping and quality assurance purposes. Toolkits including ideas and resources that support ongoing efforts and are related to the primary prevention and awareness programming, will be made available to any campus upon request.

RISK REDUCTION TIPS
Responsibility for sexual misconduct rests with those who commit such acts. Risk reduction tips are not intended to blame the victim. There are precautions we all can take which may limit our exposure to situations which may result in non-consensual sexual acts.

- Communicate limits/ boundaries and respect the limits/boundaries of others.
- Clearly and firmly say “No” to a sexual aggressor.
- If possible, leave the physical presence of a sexual aggressor or otherwise violently aggressive person.
- If someone is nearby, ask for help.
- Take responsibility for your alcohol/drug use. Acknowledge that alcohol/drugs lower sexual inhibitions and may make you vulnerable to someone who sees an impaired person as a sexual opportunity.
- Do not take advantage of someone’s intoxication or altered state even if alcohol or drugs were consumed willingly.
- If you choose to share intimate images, pictures, videos or content with others, even those you trust, be clear about your expectations regarding how the information may be used, shared or disseminated. If such information is shared with you, do not share it with others.
- Take care of friends and ask that they take care of you.
- As a sexual initiator, clearly communicate your intentions and give your sexual partner the opportunity to clearly communicate the same.
- Do not make assumptions about consent, sexual availability, sexual attraction, how far an interaction can go or about physical and/or mental ability to consent.
- Remember that consent should be affirmative and continuous. If there is any question or ambiguity, you should proceed as if you do not have consent.
- Consider mixed messages from a partner to be an indication that sexual conduct should stop so that better communication can occur.
- Recognize the potential for a sexual partner to feel intimidated or coerced by you as a result of a power advantage, your gender, your demeanor or your physical presence. Do not use or abuse that power.

Bystander Intervention Strategies
Intervention by classmates, colleagues and others within proximity to the precursors or signs of possible sexual assault, sexual exploitation, dating violence, domestic violence or stalking can significantly impact the course of an interaction between a latent perpetrator and victim. Bystanders may also encourage friends, classmates and colleagues who are already experiencing victimization to seek assistance sooner than they may have without encouragement, support or acknowledgment. Community members are encouraged to recognize warning signs and to consider possible methods of interference in various scenarios before opportunities to intervene arise. By planning ahead, we all maximize the likelihood of being empowered to take safe actions to either prevent sexual misconduct or offer paths to eliminate ongoing victimization.
ADDENDUM (CONTINUED)

When a member of the RUSVM community observes threatening, coercive, forceful, aggressive or harassing behavior, it is important to assess the situation to determine the best possible course of action for all concerned. Some forms of intervention are direct, while others will be less apparent to the perpetrator or others within range of the interaction. Examples include but are not limited to:

- Making up an excuse to get someone out of a dangerous situation.
- Stepping in to change the course of an interaction.
- Warning potential or perceived perpetrators that their actions may lead to severe consequences.
- Refusing to leave the company of a potential victim despite efforts by an aggressor or pursuer to get the potential victim alone.
- Taking steps to reduce alcohol or drug consumption within a potentially dangerous social situation.
- Calling and cooperating with security, administration, the police or others to assist with intervention and accountability.
- Expressing concern or offering resources when you notice someone with unexplained or frequent injuries.
- Refusing to consider sex and/or gender-based misconduct a personal or private matter between the victim and the perpetrator.

PROCEDURES TO FOLLOW AFTER A SEXUAL MISCONDUCT INCIDENT

Victims of any sexual misconduct that might constitute a crime, including domestic violence, dating violence, sexual assault, stalking and rape (including acquaintance rape) that impacts the RUSVM community have the option and are encouraged to contact local law enforcement authorities. The criminal process is separate from RUSVM’s process.

Whenever possible, victims should report a violation of this Policy as soon as possible and preserve evidence as may be necessary to prove that domestic violence, dating violence, sexual assault or stalking occurred, or to obtain a protection order. Victims of sexual assault or rape are strongly encouraged to report the incident as described in this Policy to deter future assaults and to ensure that victims receive the services they need. Steps should be taken to help deal with physical and emotional trauma associated with the violation. Recommended steps include:

1. Go to a safe place; go somewhere to get emotional support.
2. Consider reporting the incident to the police. Victims are not required to report an incident to law enforcement authorities, but RUSVM will assist the victim with contacting the police, if requested.
3. Report the misconduct to the manager of student services, sr. manager of campus operations, one-up manager, campus incident commander, local RUSVM leadership, Sexual Misconduct Response Coordinator or the CRC.
4. For your safety and well-being, immediate medical attention is encouraged. Time is a critical factor for evidence collection and reservation that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining an order of protection. Being examined as soon as possible, ideally within 120 hours, is important especially in the case of rape and other forms of sexual assault. To preserve evidence, it is recommended that, if at all possible, you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate or change clothes before that exam. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care. Additionally, you are encouraged to gather bedding, linens or unlaundered clothing and any other pertinent articles that may be used for evidence. Secure them in a clean paper bag or clean sheet. Completing a forensic examination does not require someone to file a police report. To find a location near you that performs free forensic examinations, call the National Sexual Assault Hotline at (800) 656-4673.

Resources are also available through the Rape Abuse & Incest National Network (RAINN); www.RAINN.org.
5. Even after the immediate crisis has passed, consider seeking professional counseling and the support of local and specialized support agencies, such as sexual assault recovery centers and domestic violence safe houses. This can help to recover from the psychological effects and provide a safe environment for recovery.
COMMITMENT TO NON-DISCRIMINATION AND NON-HARASSMENT

RUSVM is committed to providing an education conducive to the personal and professional development of each individual and to maintaining an academic environment free of discrimination and harassment based on race, color, religion, national origin, sex, age, ancestry, disability, veteran status, sexual orientation, pregnancy or parental status, gender, or any other basis protected by federal, state or local law.

WHAT IS HARASSMENT?

Harassment is a form of discrimination. Harassment is unwelcome, offensive behavior that is based on one of the legally protected groups listed above and which is severe or pervasive enough to create an environment that a reasonable person would consider hostile. Examples of words or conduct that may constitute harassment that would violate this Policy are:

- Verbal abuse, slurs, derogatory comments or insults about, directed at, or made in the presence of an individual or group based on protected status. This could include telephone calls, emails, instant messages, etc.
- Display or circulation of written materials or pictures that are degrading to a person or group based on protected status.
- Damage to, trespass on or unauthorized use of property, such as spraying or scratching of a motor vehicle, damage or theft of property, based upon the protected status of an individual or group.
- Physical contact or verbal threats based upon the protected status of an individual or group.

WHOM TO CONTACT IF YOU THINK YOU HAVE BEEN DISCRIMINATED AGAINST OR HARASSED

The Student Service Manager, Dean of Campus Operations Program Dean/Director and/or Dean of Academic Affairs are available to serve as a resource to any student or other member of the RUSVM community who has a discrimination or harassment inquiry or complaint. These resource persons have information about RUSVM’s non-discrimination policy, rules and procedures (including information about confidentiality) as well as options available for the investigation and resolution of complaints. Individuals with a discrimination or harassment inquiry or complaint may be more comfortable speaking with someone of the same gender, and the resource persons listed can assist in finding help of the preferred gender.

Students who wish to file discrimination or harassment complaints against RUSVM should follow the Student Complaint/Grievance Procedure found in this handbook.

Students who wish to file discrimination or harassment complaints against a fellow student should follow the Professional Conduct Procedure found in this handbook.

Complaints involving discrimination or harassment should be reported to Dwight Hamilton, Director, Office of Equity and Access (equity@adtalem.com or 312.651.1458).