|  |  |
| --- | --- |
| 541.325.3012  AprilBays24@gmail.com  Redmond, OR | April BaysCVT, VTS (ECC) |

**Summary**

Twenty-one years of experience in veterinary medicine, I became a Certified Veterinary Technician in 2007. Finding my calling in emergency and critical care, I earned my Veterinary Technician Specialty in Emergency & Critical Care in 2013. Special interests include pain management, metabolic disturbances, respiratory emergencies, and technician education. I created my business to further pursue my passion for technician empowerment and utilization. Finally, I am a certified Veterinary Cannabis Counselor, an expert in cannabinoid medicine for veterinary species.

**Experience**

**Elevative Veterinary Training Solutions, LLC, Founder 2020-present**

* Creation of a training manual for veterinary assistants and technicians with all levels of experience
* Hands-on training, "wet lab" presentations on emergency and critical care topics (advanced catheter placement, tubes, techniques)
* Provide expertise in ER/ICU team management in staff personal development
* Serve as a source for scientific information, product safety evaluation, and administration guidance of cannabis products (hemp-based products/marijuana-based products)

**Bend Veterinary Specialty & Emergency Center, ER Supervisor – Bend, OR 2005-present**

* Mastery of advanced skills including placement of jugular catheters, PICC, intraosseous catheters. Thoracocentesis, abdominocentesis, cystocentesis. Venous and arterial blood collection and catheter placement. Assessment, triage and stabilization of emergency patients, management of critical cases. In-depth knowledge of pathophysiology and disease processes. Instituted training and application of anesthetic ventilator. Proficient in advanced imaging including ultrasound, radiology, CT (computed tomography). Blood collection and preparation for transfusions, transfusion of blood products (whole blood, pRBC’s, plasma, platelets)
* Excellence in patient advocacy, prioritizing pain management, and patient comfort. Initiated use of advanced analgesia techniques including epidurals, spinal blocks, ultrasound guided nerve blocks
* Oversight, training, supervision, hiring and dismissal of all reception and technical staff. Instituted tiered technician training program. Yearly assessment and reviews for all support staff. Conduct monthly meetings of all staff: reception, technicians, assistants, doctors, and management
* Supervision and training of veterinary technician students through externship program. Provided and aided in student technician wet labs, including crash cart preparation, CPCR training, critical assessment, and triage
* Coordination and delivery of CE lectures in-house
* Provide mentorship to applicants working toward achieving their specialist board certifications through guidance and applied experience, for aspiring AVECCTN members
* Initiated and coordinated protocols for stray and Good Samaritan cases. Identifying and documenting, working toward optimal goal of reconnecting with owners

**Beacon Veterinary Specialists, Emergency & Critical Care Leader / Trainer – Fremont, CA 2017-2018**

* Responsible for researching and training staff and doctors on new emergency and critical care treatments and protocols
* Supervision of emergency department clinical staff, providing guidance and leadership to nursing team
* Planning and implementation of triage protocol training

**Presentations**

*Sugar, We’re Going Down*, IVECCS, Nashville, TN, Sept 2021

*Crazy Cation Lady*, IVECCS, Nashville, TN, Sept 2021

*Nursing The Cardiac Patient from Triage to ICU*, Co-Instructor Limited Enrollment Session, IVECCS, Nashville, TN, Sept 2021

*Against The Pain*, International Veterinary Academy of Pain Management, Webinar, Apr 2021

*Traumas With Commas,* DC Academy ER Series, Webinar, Mar 2021

*Against The Pain,* Veterinary Support Personnel Network, Webinar, Mar 2021

*Understanding the RAAS*, IVECCS, St Louis, Mo, Sept 2020

*Pain: Effects on Patient Quality of Life and Caregiver Burden* IVECCS, St Louis, Mo, Sept 2020

*Learn to Love Your Curves,* IVECCS, St Louis, Mo, Sept 2020

*Unintended Heavy Breathing,* IVECCS, St Louis, Mo, Sept 2020

*Understanding RAAS*, American College of Veterinary Internal Medicine Forum, Phoenix, Az, June 2019

*Coagulability. Believe the Hype,* American College of Veterinary Internal Medicine Forum, Phoenix, Az, June 2019

*Traumas With Commas*, California Registered Veterinary Technicians Association, Los Altos Hills, CA, Mar 2019

*Is This Pain… That I’m Feeling?* California Registered Veterinary Technicians Association, Los Altos Hills, CA, Mar 2019

*Sugar, We’re Going Down*, Wisconsin Veterinary Technician Association, Madison WI, Oct 2018

*Learn To Love Your Curves*, Wisconsin Veterinary Technician Association, Madison WI, Oct 2018

*Unintended Heavy Breathing*, Wisconsin Veterinary Technician Association, Madison WI, Oct 2018

*Coagulability. Believe the Hype*, Wisconsin Veterinary Technician Association, Madison WI, Oct 2018

*Become A RAAS Badass*, Wisconsin Veterinary Technician Association, Madison WI Oct 2018

*Crisis Management. Let’s Get Salty, K?* Wisconsin Veterinary Technician Association, Madison WI Oct 2018

*Becoming a Relief Technician*, Veterinary Support Personnel Network, Webinar, 2015

Emergency and Critical Care lecture and CPR lab, Central Oregon Community College, Veterinary Technician program, 2015

**Publications**

Co-Author, *Hemolymphatic, Immunological, and Oncology Emergencies*, Veterinary Technician’s Manual for Small Animal Emergency and Critical Care, 2nd edition, 2018 p191-222

*Is This Pain That I'm Feeling*, National Association of Veterinary Technicians in America Journal (NAVTA), 2017

*Losing Your Breath.. To a Point*, Case Report, NAVTA Journal, 2017

*Diabetic Ketoacidosis*, NAVTA Journal, 2016

**Certifications**

Veterinary Technician Specialist, Emergency & Critical Care 2013

Certified Veterinary Technician, Oregon, VTNE 2007

Veterinary Cannabis Counselor Certification 2021

**Awards**

Pain Management Advocacy Award, *IVAPM* 2022

**Affiliations/Memberships**

Oregon Veterinary Technician and Assistant Association

Academy of Veterinary Emergency and Critical Care Technicians and Nurses

Veterinary Emergency and Critical Care Society

National Association of Veterinary Technicians in America

International Veterinary Association of Pain Management