



2023 ANNUAL REPORT FOR LICENSING BOARDS

SETTING A HIGHER STANDARD TOGETHER®

Letter from the Chair and CEO



We are glad to share that **testing has continued to be a success** during these changing times, maintaining the world-class standards of our examination process while handling the increased number of candidates taking our examinations around the globe.

8,230 candidates took the North American Veterinary Licensing Examination® (NAVLE®) during the 2022-2023 testing cycle, showing a **17.2% increase** from the 7,019 candidates who tested during the 2021-2022 cycle.

ICVA has recognized the need to continue investing in innovation and in our commitment and vision to being a world leader in veterinary assessments. Over the past few years, we have begun to build our in-house assessment capabilities by adding a Chief Assessment Officer, a Senior Director of Assessment and Design, and a Chief Innovation Officer to our growing team. We have also created new roles such as Head of Technical Operations, Human Resources, and Communication Specialist as current team members have stepped up to meet the needs of our growing organization.



Another exciting update is the launching of a Diversity, Equity, Inclusion, and Privilege Task Force and the establishment of an International Activities Task Force. Both initiatives are part of our strategic priorities to provide the highest-quality assessments in a just and equitable manner to members of the veterinary community worldwide. Meanwhile, our Communications Skills Assessment Task Force continues its work regarding communication skills assessment methods that could be used in different testing environments.

It's been a busy year at ICVA, and we're grateful for the outstanding volunteers, hardworking staff, regulatory and academic colleagues, and candidates dedicated to helping fulfill our mission to provide world-class assessments that protect animals and humans alike.


Fernando Marques,
DVM, DACVIM, DACVSMR
ICVA Chair


Heather Case,
DVM, MPH, DACVPM, CAE
Chief Executive Officer

ICVA Vision

The world leader in veterinary assessments.

ICVA Mission

Provide world-class examinations and other assessment tools to protect the public, and animal health and welfare. Provide leadership and facilitate collaboration throughout veterinary medicine.

Values

Transparency

organizationally and in testing procedures, materials, and content

Confidentiality

when collecting and reporting personal information, credit card data, and test scores

Reliability

in relevant test design, implementation, and scoring

Service

to candidates, licensing boards, and society at large

Respect, Civility & Collegiality

towards staff, stakeholders, board members, and across veterinary medicine

Integrity

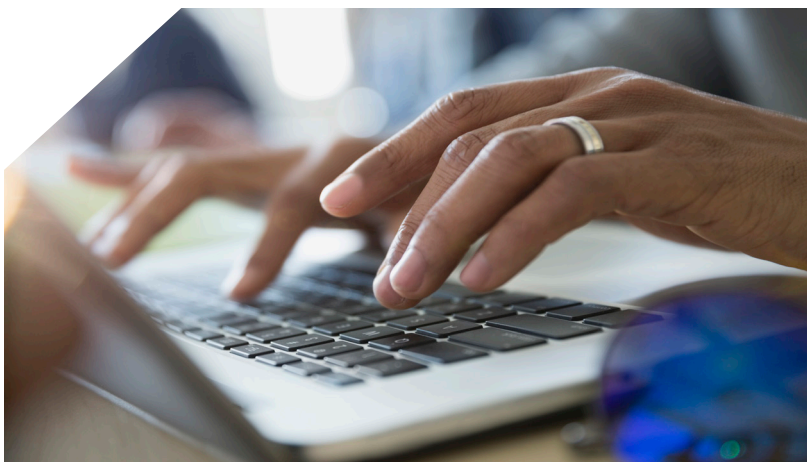
in all actions and business relationships

Fiscal Responsibility

to ensure continuous improvements in our testing products and customer service, as well as a viable future for our organization

Diversity and Inclusion

treat everyone with fairness, respect, and dignity, and purposefully act to attract and retain staff and Board members with a broad range of ideas, viewpoints, perspectives, expertise, and experiences reflecting the diversity of the populations we serve. We respect and value these differences and encourage opportunities to learn from and be enriched by them as they challenge us to grow and think differently



North American Veterinary Licensing Examination (NAVLE®)

Administered since 2000, the NAVLE consists of 360 clinically relevant multiple-choice questions and is a requirement for licensure to practice veterinary medicine in all licensing jurisdictions in the U.S. and Canada.

Cumulative Exam Completions by Candidates

8,230

candidates in the
2022-2023 testing cycle

95,265

total candidates have
completed the exam to date

33.3%

increase in candidates in the
past five years

NAVLE FEES

The 2022-2023 ICVA NAVLE application fee was \$720 (USD) for candidates to take the test. For those who wanted to take the NAVLE at selected Prometric Testing Centers outside of the U.S. or Canada, there was an additional \$345 (USD) overseas testing fee.

Ultimate Performance Passing Rate

for senior students from AVMA-accredited schools

86% -2022-2023

90% -2021-2022

92% -2020-2021

95% -2019-2020

ICVA continues to monitor these data as part of our ongoing quality control measures. This includes monitoring the differences in ultimate performance passing rate variance during and after the COVID-19 pandemic, which is not yet attributable to any single source or cause.

Extended Exam Completion Options for Candidates

The NAVLE was typically offered twice a year – during a four-week window in November-December, and again during a two-week window in April. This provided most candidates two opportunities to pass the NAVLE before graduating from veterinary school.

Beginning with the COVID-19 pandemic, and continuing due to increasing candidate numbers, our Fall 2022 NAVLE window was expanded to over six weeks spanning from November 1 - December 16, and our Spring 2023 NAVLE window was expanded to three weeks, from April 3 - April 22.



NAVLE®

Performance on Fall 2022 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	479	68	951	21.2%	4480
Non-Criterion Group ²	422	66	409	50.9%	804
Non-Accredited Group ³	392	67	410	69.5%	590
Total Group	463	74	1770	30.1%	5874

Performance on Spring 2023 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	434	67	144	42.6%	338
Non-Criterion Group ²	422	54	648	48.7%	1331
Non-Accredited Group ³	395	67	463	67.4%	687
Total Group	416	61	1255	53.3%	2356

Performance on Both Administrations by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	476	69	1095	22.7%	4818
Non-Criterion Group ²	422	59	1057	49.5%	2135
Non-Accredited Group ³	394	67	873	68.4%	1277
Total Group	449	74	3025	36%	8230

¹Criterion Group: senior students of accredited veterinary schools who took the NAVLE for the first time under standard testing conditions;

²Non-Criterion Group: senior students of accredited veterinary schools who had previously taken the NAVLE or took the NAVLE with test accommodations or graduate veterinarians from accredited schools; and

³Non-Accredited Group: graduates or senior students of foreign veterinary schools that are not accredited by the American Veterinary Medical Association's Council on Education.

NAVLE APPROVALS

The ICVA currently reviews and approves NAVLE candidates on behalf of 38 licensing boards. This service allows licensing boards to focus resources on licensing priorities. Candidates pay an application fee to ICVA (\$55) and there is no cost to the licensing boards.



NAVLE COMMUNICATIONS

To handle the continued increase in inquiries from candidates, ICVA revamped the FAQ section of the website, created an automatic reply to e-mails with helpful links to assist candidates and others with frequently-requested information, and successfully piloted a NAVLE dashboard to provide individualized information to candidates.

Outreach to NAVLE Candidates – *The NAVLE: Why the Test Matters and What You Need to Know* Presentation

Dr. Elizabeth Johnson Million provided the recently-created *The NAVLE: Why the Test Matters and What You Need to Know* presentation at universities around the globe – including in-person presentations and discussions at Tuskegee University, Lincoln Memorial University, Texas Tech University, Purdue University, Michigan State University, University of Tennessee, and the University of Wisconsin, and as an online webinar to the University of Melbourne, Ross University, Massey University, University of Pennsylvania, Long Island University, University of Minnesota, Western University, North Carolina State University, and the University of Prince Edward Island.



Additionally, Dr. Million gave the presentation in-person at the SAVMA Symposium at the University of Illinois Urbana-Champaign and on five dates in May, she presented an open online webinar with over 400 total participants from 25 countries. For each of the open webinars, time was also provided to give participants information from allied organizations of the ICVA, including the American Veterinary Medical Association (AVMA) Educational Commission for Foreign Veterinary Graduates (ECFVG), Canadian National Examining Board (CNEB), and American Association of Veterinary State Boards (AAVSB).

Species Specific Examinations

In 2000, ICVA developed Species Specific examinations to evaluate veterinarians' knowledge of companion animals or equine medicine. Depending on the needs of the licensing board, veterinarians may take one or both of the examinations.

Exams assess a veterinarian's competency in disciplinary cases or provide verification of competency for a veterinarian who is licensed in another jurisdiction. The 100-item exam is only available to licensing boards, each in multiple forms that come with an ICVA-recommended passing standard.

ICVA most recently updated the Species Specific examinations through a standard setting process in 2019, and implemented options in 2020 to allow remote proctoring for easier administration.

STATE BOARD EXAMINATIONS

Since October 2016, the Wisconsin Veterinary Examination Board (VEB) has had ICVA handle the administration of their web-based Wisconsin State Laws and Rules Examination for veterinary licensure. The Wisconsin VEB provides ICVA with a list of eligible candidates, and ICVA then coordinates payment (a \$50 fee), test administration, and score reporting to both the Licensing Board and to the examinee.



VOLUNTEERS

NAVLE Volunteer Opportunities

Licensing board members, academicians, current practitioners, and other subject matter experts are needed on an ongoing basis as part of ICVA's commitment to assessment quality. Volunteer opportunities include the following:

- NAVLE Item Writing – writing items for the NAVLE in accordance with the current NAVLE blueprint.
- Annual NAVLE Pool Reviews – older NAVLE items are reviewed for accuracy and relevance.
- Annual NAVLE Form Reviews – NAVLE forms are reviewed prior to use in the next testing cycle.

If you are interested in learning more about volunteer opportunities with the ICVA, please contact our office by clicking [this link](#) or scanning the QR code.



"I knew I wanted to be a Veterinarian since the 3rd Grade. Veterinary Medicine is a part of my heart and soul. Helping to play a small role in ensuring our animal patients and their owners get the best possible care is the reason I volunteer with the ICVA."

– Dr. Gary Gackstetter

"I suggest to my colleagues to whole heartedly participate because ICVA is a fantastic organization. I have been participating in the question writing and reviewing since 1994 - present. If you enjoy your life as a blessed veterinarian, ICVA is a way to give something useful back to the profession in your area of expertise."

–Dr. Sanjay Kapil



International Council for
Veterinary Assessment