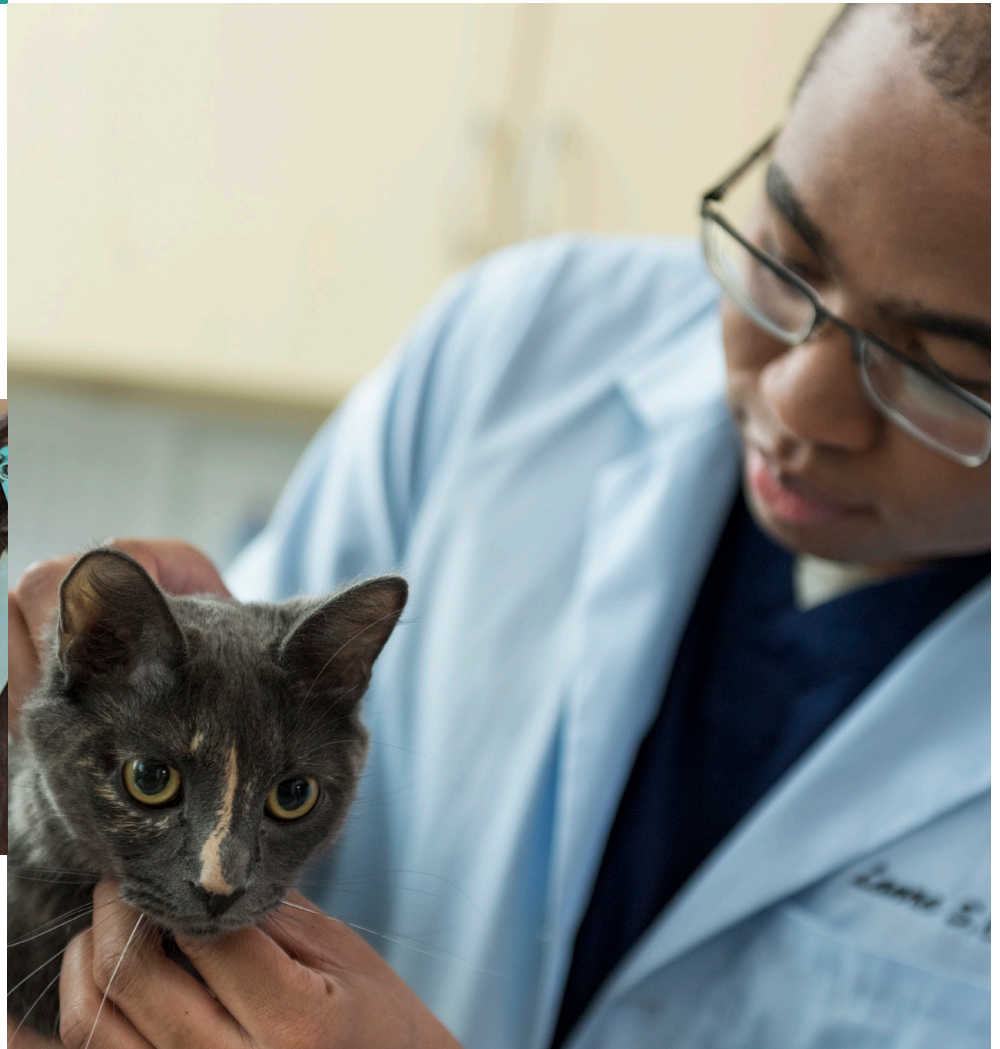


2022-2023

ANNUAL REPORT



SETTING A HIGHER STANDARD TOGETHER®



Vision

The world leader in veterinary assessments.

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.

LETTER

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 increase in the number of candidates taking our examinations around the globe.

It has been critical to remain responsive and meet the needs of candidates by adjusting our testing windows. We continued to expand testing windows and encouraged candidates to select dates earlier within the testing windows for their administrations. We have announced the dates of the fall 2023 testing window, ending on December 16, allowing ICVA to address any testing issues before the end of the year.

Implementing the strategy established by our dedicated Board of Directors, our staff at ICVA has made it a priority to innovate creative procedures to better serve the increasing numbers of candidates while educating and interacting with other professionals in the field. The work we do wouldn't be possible without our exceptional team, and their extraordinary efforts are appreciated.

During the 2022-2023 testing cycle, 8,230 candidates took the North American Veterinary Licensing Examination® (NAVLE®), showing a 17.2% increase from the 7,019 candidates who tested during the 2021-2022 cycle. Additionally, we experienced steady examinee numbers with our Veterinary Educational Assessment (VEA), with 1,725 students taking the examination in 2022-2023 – similar to the previous testing cycle.

We were pleased to announce the 2022 Assessment Grant winners: Drs. Sarah Cavanaugh, Robert Gilbert, and W. Brady Little from Ross University for their project, "Holistic admissions review: A tool to predict early performance in veterinary school including use of novel indicators". Our ICVA grant program is continuing for the fifth year, with seven high-quality submissions submitted by the June 30, 2023 deadline from those looking to continue research into assessment practices in veterinary medical education.

We recognize the need to continue investing in our organizational staff as part of our commitment to being a world leader in veterinary assessments. We have now added a Program Operations Administrator to our team in 2023 as an important step to increase our organizational capacity.

Based on conversations with volunteers throughout veterinary education, ICVA recently began development of a progress test for use by veterinary schools to evaluate students throughout the curriculum. This new assessment has just completed an initial blueprinting process, and we are thrilled to continue with the development of the test over the next few years.

To serve the veterinary community and the public to our highest potential, we also established an International Activities Task Force to explore opportunities for ICVA to further engage with the international veterinary community in the development of new assessment tools. We've also proceeded with a Diversity, Equity, Inclusion, and Privilege (DEI-P) Task Force and are working with ReadySet Consulting to ensure that all of our operations are conducted in an equitable manner.

Our Communications Skills Assessment Task Force continues to assess the skill set essential to providing high-quality care. This group has performed a systematic review to gather evidence regarding communication skills assessment methods that could be used in different testing environments. We are excited about the changes this group can bring to the field and to patient care long-term.

After successfully launching our Assessment Development Workshops early in 2021, we have expanded this program, conducting multiple workshops in both virtual and in-person formats along with continuing the VEA Data Workshops – which allow us to assist schools based on their distinct assessment needs.

ICVA is pleased to highlight this year's hard work, and excited about what we can accomplish together in the years to come.

**Fernando Marqués, DVM,
DACVIM, DACVSMR**

ICVA Chair

Heather Case, DVM, MPH, DACVPM, CAE

Chief Executive Officer



Dr. Fernando Marqués



Dr. Heather Case

VOLUNTEERS

Thank you to the outstanding volunteers, staff, regulatory and academic colleagues, and candidates who help make ICVA's work possible. We're grateful for the dedicated professionals who want to see collective growth in our community, which shows through the tremendous results we've experienced since our beginnings as an organization..



THANK YOU!



Volunteering with ICVA has been a very informative experience, and I feel like I am a better educator of veterinary students because of it. I did not realize how much work went into making the examinations the best they can be, and I have a much greater appreciation for what is involved and the detailed statistics that go into creating questions. //

Dr. Tamara Swor



Volunteering for the ICVA will allow you to share your area of expertise, and meet wonderful, dedicated colleagues from across the many specialties of veterinary medicine from the United States and Canada while working towards the common goal of improving the assessments used in veterinary medicine. It is very rewarding to give back to our profession! //

Dr. Teresa Morishita

If you are interested in learning more about volunteer opportunities with the ICVA, please [contact our office](#).

Representing

- Basic sciences
- Clinical sciences
- Academicians
- Veterinarians in clinical practice
- Veterinarians in public health, food safety, herd management, and wildlife conservation

Volunteer Opportunities

- Subject Matter Experts
- Item, Form, and Pool Reviewers
- Committee and Task Force Representatives
- Working Group Members
- Assessment Development Committee (ADC) Members
- Board of Directors

NAVLE[®]

North American Veterinary Licensing Examination

Administered since 2000, the **NAVLE consists of 360 clinically relevant multiple-choice questions** (300 scored, 60 pre-test) and is a requirement for licensure to practice veterinary medicine in all licensing jurisdictions in the U.S. and Canada.

The NAVLE was developed in cooperation with the National Board of Medical Examiners (NBME). The NAVLE is offered at Prometric computer testing centers throughout North America and certain international sites.



Expanded 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.

8,230

candidates took the NAVLE in 2022-2023

33.3%

increase in candidate pool in the last five years

17.2%

increase over 2021-2022 testing window

95,265

candidates completed the NAVLE since 2000-2001

86% 90%

2022-2023 2021-2022

92% 95%

2020-2021 2019-2020

ULTIMATE PERFORMANCE PASSING RATE*

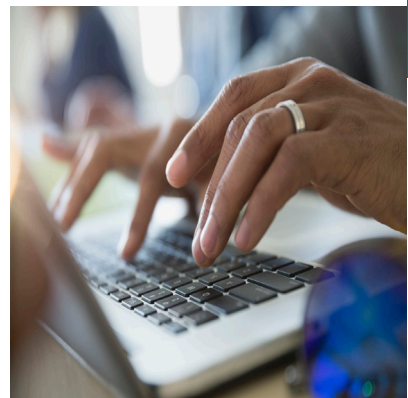
for senior students from AVMA-accredited schools

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.

** Includes only second take information for repeat candidates.*

Prometric Testing Center Access

For the 2022-2023 testing windows, there were minimal instances of Prometric sites being closed or having limited capacity. Most of the COVID-related scheduling issues were with individual candidates who were either sick or quarantined due to close contacts. The expanded testing windows allowed the majority of those candidates to reschedule without further issues. Due to increasing candidate numbers, Prometric is projecting that expanded dates for testing will continue to be needed for future administrations.



NAVLE Item Writers for 2022-2023

NAVLE item writers were appointed by the Assessment Development Committee according to the main content areas of the examination. The following served as NAVLE item writers for 2022-2023.



Aquatics/Reptile:

Drs. Lester Khoo, and Gregory Lewbart



Bovine:

Drs. Bradley Heins, Chelsea Holschbach, Jeffery Musser, and Maria Prado



Camelidae/Cervidae/Ovine/Caprine:

Dr. Clare Scully



Canine/Feline Behavior:

Dr. Christine Calder



Canine:

Drs. Julie Fixman, Christine Savidge, Gretchen Schoeffler, and Tamara Swor



Equine:

Drs. Rose Baker, Jared Janke, Kathleen MacMillan, Fernando Marqués, and Jean-Yin Tan



Feline:

Drs. Serge Chalhoub, Allan Corber, Ryane Englar, Matthew Kornya, and Helen Tuzio



Other Small Mammal/Reptile:

Dr. Bianca Zaffarano



Pet Bird:

Dr. Amanda Marino



Porcine:

Drs. Wesley Lyons and Gilbert Patterson



Poultry/Avian:

Dr. Teresa Morishita



Professional Behavior, Communications, and Practice Management:

Drs. Victoria Neff and Amy Snyder



Public Health (ACVPM group Chair):

Dr. Alice Chapman

2022-2023 NAVLE Item, Pool, and Form Review Meetings



November 9-10, 2022

NAVLE ITEM REVIEW MEETING

NAVLE item writers worked with NBME editors to review new items for inclusion in the pretest pool and possible future addition to the NAVLE item bank. New items approved at this meeting may appear for the first time as pre-test items on examination forms developed for the 2023-2024 testing cycle.



January 18-19, 2023

NAVLE POOL REVIEW MEETING

With assistance from NBME test development staff, NAVLE SMEs from the US and Canada met to review pre-test item performance for new items that appeared on the November-December NAVLE. Items were approved for use on future NAVLE forms and were added to the NAVLE item bank.



February 23, 2023

NAVLE ITEM WRITER TRAINING WORKSHOP

NAVLE SMEs met remotely to learn how to write test questions for the NAVLE. After completing the workshop, these trained experts were added to the pool of NAVLE volunteers and may be called upon to write and/or review future test questions for the NAVLE.



April 11-12, 2023

NAVLE FORM REVIEW MEETING

NAVLE SMEs reviewed and approved forms to be administered during the 2023-2024 testing cycle. The SMEs review complete forms for quality and content overlap and to ensure content equivalence. They also evaluated images for quality and clarity. Recent graduates also participate in this meeting to ensure that content is current.

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 Self-Assessments

NAVLE Self-Assessments (practice assessments) are web-based examinations helping candidates identify their strengths and weaknesses as they prepare for the NAVLE.

Each NAVLE Self-Assessment form consists of 200 multiple-choice items, presented in four sections of 50 items each. NAVLE Self-Assessment forms are available for purchase and can be taken under standard-paced or self-paced timing modes.

Research has shown that the projected score range for examinees who take the practice exams under the standard-paced timing mode is predictive of later performance on the NAVLE. Our expanded feedback form also allows the examinee to review the answers to incorrectly-answered questions.

English

Form 1 – Regular	3317
Form 2 – Expanded Feedback	4636
Form 3 – Regular	2356

French

Form 1 – Regular	45
Form 2 – Expanded Feedback	73



Veterinary Educational Assessment

The VEA is an independent standardized assessment of basic veterinary medical sciences knowledge. It is web-based and includes 240 items (200 scored, 40 pre-test) with five main content areas: anatomy, physiology, pharmacology, microbiology, and pathology.

The VEA allows schools to track their students' performance in these content areas over time and to compare the performance of their students to that of students from other veterinary schools.

VEA Data Workshops

Piloted in 2022, the VEA Data Workshops are interactive events designed for anyone working with VEA data or with students taking the VEA, regardless of their institutional role or title, to provide additional information on how to effectively communicate and use the feedback provided by the Veterinary Educational Assessment (VEA). The workshops are held virtually, to allow for greater participation.

Two tracks of workshops are offered with differentiated content for those new to the VEA and those who are seeking more advanced skill-building. The primary workshop — *Introduction to VEA Reports and Data Sets* — is a 90-minute interactive event where participants will have the opportunity to review VEA information and ask questions in order to increase their understanding of VEA data. Facilitators and attendees will review school and student reports, discuss talking with students about their VEA scores, and create basic analyses of VEA data. The workshop is designed for any new faculty or staff who have become part of the institution and may be unfamiliar with the VEA. Advanced workshops will be offered every spring beginning with *The Basics of Data Visualization*, which will allow participants to develop skills in data visualization while utilizing VEA data.

REMOTE PROCTORING

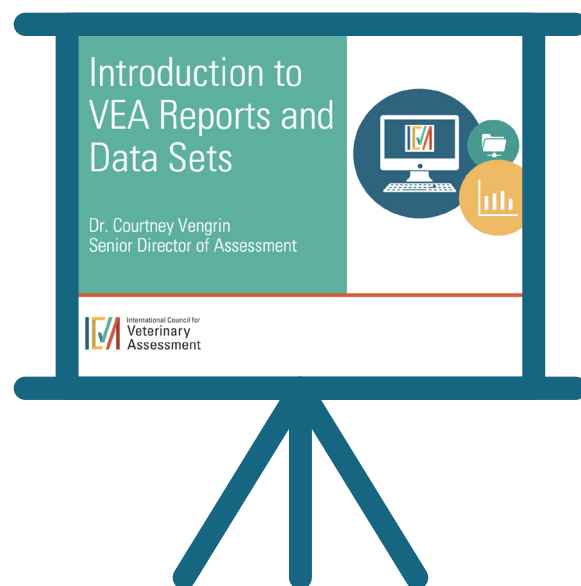
The option for remote proctoring of the VEA began with the May 2020 testing window, allowing schools to administer the assessment to their students even if they were not on campus. Remote proctoring continued as an option for the VEA 2022-2023 testing windows.

1,725

students took the VEA over three 2022-2023 testing windows at 14 schools

12%

increase over the last five years



VEA Faculty Review Form

100

item streamlined
faculty review
form

2

complimentary
faculty reviews
per year

365

faculty VEA
review available
year-round

ICVA is continuing to give faculty the opportunity to better understand the VEA and its benefits – by offering two complimentary faculty reviews per school year (July 1 - June 30). The VEA Faculty Review can be completed any time of year and includes 100 items, allowing for a simpler, more efficient review process.

Species Specific

Species Specific Exams

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.

Outreach

Mission and Outreach

Beyond providing world-class examinations like the NAVLE and other assessment tools to protect the public, and animal health and welfare, ICVA demonstrates a commitment to its core mission by:

- Educating stakeholders on current assessment tools
- Identifying unmet assessment needs, and
- Creating solutions to assist in veterinary medicine

OUTREACH TO STAKEHOLDERS

With continued changes this year, ICVA announced expanded NAVLE windows, updates on workshops and assessment grants, expanded timeframes for faculty review of the VEA, ICVA board and committee nomination opportunities, and more. ICVA communicated regularly with deans, faculty, licensing board members, the Board of Directors, stakeholder groups, and candidates.



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 piloted a NAVLE dashboard to provide individualized information to candidates.



OUTREACH

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).



ASSESSMENT DEVELOPMENT WORKSHOPS

Assessment Development Workshops are interactive workshops created and customized for veterinary school faculty and administrators. They aim to help schools expand their methods for assessing veterinary student performance and determining best practices specific to their institution's students, faculty, and administration.

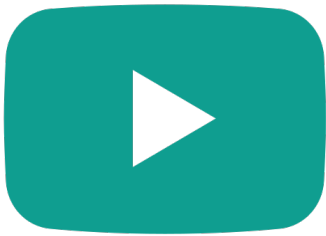
The first series of workshops took place in February 2021 online with the University of Padua, Italy, with others taking place with schools in both North America and parts of Europe – each customized to the school's specific needs.

The ICVA Assessment Development Workshops were provided by Drs. Kent Hecker, Courtney Vengrin, and other ICVA staff as online or in-person interactive sessions to faculty and school administration.

We continue to provide these useful workshops to schools throughout the country. Faculty or administrators interested in the ICVA Assessment Development Workshops should contact Dr. Vengrin.

OUTREACH

Additional 2022-2023 initiatives included:



YouTube Channel

We enhanced our YouTube channel presence, with over 1,200 subscribers and over 24,000 views.

Website

Created NAVLE Candidate Dashboard to provide 24/7 information to candidates, revamped FAQ section to assist individuals with common questions.



Communications

Continuing quarterly newsletters, reports, and a robust email schedule, communicating with schools, candidates, and licensing boards.



Diversity, Equity, Inclusion, and Privilege (DEI-P) Task Force

The DEI-P Task Force began work with ReadySet as the consulting group assisting ICVA with DEI-P strategic priorities. The first meeting with the ICVA DEI-P Task Force and the ReadySet leadership team was held in February, followed by ReadySet conducting an organizational assessment to understand ICVA's current state and utilizing this information to develop a comprehensive DEI strategic plan and roadmap for ICVA. ReadySet held an initial training session with ICVA staff on Interpersonal and System Bias, and a training session to ICVA Board of Directors members on DEI Foundations. In the upcoming months, ReadySet will also assist ICVA in standing up the DEI-P Task Force, and offer further DEI-P training to ICVA staff, Board of Directors, and volunteers.

International Activities Task Force

During the January 2023 meeting, the ICVA Board of Directors voted to create an International Activities Task Force. This task force will explore opportunities for ICVA to engage with the international veterinary community in the development of new assessment tools. The inaugural meeting of this new task force was held in April of 2023.



Finance

As a not-for-profit corporation with 501(c)(3) status from the Internal Revenue Service, ICVA's bylaws require an annual financial audit. ICVA's annual Form 990 is available electronically on the ICVA's website.

ICVA Assessment Grant Program

In 2019 the Academic Veterinary Assessment Committee (AVAC) initiated the ICVA Assessment Grant program to fund research projects focused on veterinary assessment within academia.

The purpose of the ICVA assessment grant is to validate current, discover new, implement, and support best practices in veterinary medical education assessment. ICVA announced the fourth year of the Assessment Grant program on May 16, 2022, with the entry deadline extended to June 24, 2022.

The ICVA received five letters of intent for the 2022 assessment grant program and asked two teams to submit full proposals by October 15 for consideration. The proposals were reviewed by all members of the Academic Veterinary Assessment Committee. Comments and feedback were compiled. The entire committee then reviewed the comments and noted on the final recipients.

Congratulations to the 2022 ICVA Assessment Grant Program Recipients

The AVAC awarded a \$10,000 grant to be used by the recipients to execute the selected research proposal: "Holistic admissions review: A tool to predict early performance in veterinary school including use of novel indicators".

Investigators Drs. Sarah Cavanaugh, Robert Gilbert, and W. Brady Little, all from Ross University School of Veterinary Medicine, will analyze non-academic and academic application data and committee review scores of first-year veterinary students to develop a model to predict the likelihood of academic difficulty during the first and second semesters of the veterinary curriculum. Long term, the success of this study is likely to make veterinary education accessible to candidates who would otherwise be disadvantaged by existing paradigms.



Dr. Sarah Cavanaugh
DVM, MS, DACVIM (Cardiology)



Dr. Robert Gilbert
BVSc, MMedVet, DACT, FRCVS



Dr. W. Brady Little
DVM, MSc

2023 Assessment Grant Program

For the fifth year of the ICVA Assessment Grant Program, the announcement was made on May 11, 2023 with the Letter of Intent deadline set as June 30, 2023. The ICVA received seven letters of intent and from those letters of intent, the AVAC sent invitations for full proposals to three applicants. The proposals will be reviewed by all members of the Academic Veterinary Assessment Committee and the 2023 ICVA Assessment Grant winners will be announced publicly by the end of the year.

Staff

Dr. Heather Case, Jeanne Blasewitz, Anita Casey-Reed, Kelly Collins, Dr. Kent Hecker, Laurie Holverson, Dr. Elizabeth Johnson Million, Tonee McFarlane, and Dr. Courtney Vengrin served as full-time employees for ICVA.

2022-2023 BOARD MEETINGS

June 23-25, 2022 – Mackinac Island, MI

January 20-21, 2023 – Savannah, GA

The ICVA Board of Directors

The following officers were elected to serve during the 2023-2024 term:

Dr. Helen Tuzio, Secretary-Treasurer
Dr. Keith Poulsen, Chair-Elect
Dr. Fernando Marqués, Chair
Ms. Kathy Bowler, Past Chair

The following Board Members completed their ICVA service at the conclusion of the June 2023 ICVA BOD meeting (thank you for your service): Dr. Fern Tablin

COMPOSITION				
The thirteen members of the ICVA Board are either elected or designated. The composition of the ICVA Board of Directors is as follows:				
AAVSB 4 designees [including a public member]	CNEB 1 designee	AVMA COE 1 designee	AAVMC 2 designees	At-Large 5 directors

2022-2023 ICVA Board Members:

Designated by the American Association of Veterinary State Boards
Ms. Kathy Bowler, Chair
Dr. Elizabeth Farrington
Dr. Helen Tuzio
Dr. Frank Walker

Designated by the Canadian National Examining Board
Dr. Annabelle Denson

Designated by the AVMA Council on Education
Dr. Fern Tablin

Designated by the Association of American Veterinary Medical Colleges
Dr. Joseph Taboada
Dr. Maureen Wichtel

At-Large
Dr. Jason Coe
Dr. Hilari French
Dr. Donna Harris
Dr. Fernando Marqués
Dr. Keith Poulsen

Chief Executive Officer
Dr. Heather C. F. Case

Staff Accomplishments

Chief Innovation Officer **Janine Hawley** began a three-year term on the AVMA's American Board of Veterinary Specialties (ABVS), serving as the psychometric and credentialing/certification subject matter expert. The mission of the ABVS is to recognize and encourage the development of veterinary specialty organizations that certify advance levels of competency within well-defined disciplines of veterinary medicine to provide the public with exceptional veterinary care for animals. The ABVS has 12 members, ten of whom are a mix of veterinary specialists and non-boarded veterinarians, as well as a public member and the psychometric and credentialing/certification subject matter expert.



Anita Casey-Reed, who has been with the ICVA since 2002, began a new role as the ICVA Communications Specialist. This position is designed to allow Anita to also continue in her current role as a Program Manager, while assisting ICVA staff with drafting, revising, and proofreading a vast array of written items for the organization.

Kelly Collins, a member of the ICVA staff since 2019, passed the certification examination to become a SHRM Certified Professional (SHRM-CP). SHRM certification is the only human resource HR certification offered by the world's largest HR membership organization, and validates expertise in the area of human resources using global standards for professionals functioning at the operational level.



Dr. Courtney Vengrin, Senior Director of Assessment, completed the Fundamentals of Graphic Design certificate program through Emory University. Over the five courses within the program, participants gained hands-on experience with various graphic design software programs, while using principles of good design and effective visual communication strategies in their class activities and projects.

Dr. Heather Case began a new volunteer role as Vice-Chair of the National Academies of Practice (NAP) Veterinary Medicine Academy (VMA). The National Academies of Practice is a non-profit inter-professional healthcare society with 14 allied healthcare academies. Distinguished practitioners are elected by their peers. The organization focuses on working collaboratively in different health disciplines in support of affordable, accessible, coordinated quality healthcare for all.



After serving in a variety of positions with the organization since 1998, **Tonee McFarlane** recently took on an expanded role heading up ICVA Technical Operations. The position is designed to allow her to also continue in her current role as a Program Manager, while spearheading ICVA's efforts to use emerging technologies to streamline and improve processes such as test application and administration, database management, credit card transactions, and website development.

Dr. Kent Hecker, ICVA Chief Assessment Officer, was selected as a founding member of the distinguished expert cohort for the Academy of Veterinary Educators (AVE). The AVE's mission is to promote, advance, and recognize excellence in veterinary medical education through creation of an inclusive organization that provides veterinary medical education resources, support and encouragement of scholarship in veterinary medical education, and to build a globally inclusive and diverse community of practice. As part of the organization, Kent will work with other experts to refine and finalize credentialing and assessment processes for those within the realm of veterinary medical education.





www.icva.net

The International Council for Veterinary Assessment (ICVA), formerly the National Board of Veterinary Medical Examiners (NBVME), is an independent not-for-profit 501(c)(3) mission-driven organization.