



# 2017-2018 Annual Report

SETTING A HIGHER STANDARD TOGETHER®



## 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.

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## VALUES

### **Transparency**

organizationally and in testing procedures, materials and content

### **Confidentiality**

when collecting and reporting personal information, credit 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 from the Chair and CEO

2017-2018 was a good year for ICVA, full of change and progress. We welcomed new board members, launched a new website and completed important next steps following the North American Veterinary Licensing Examination® (NAVLE®) Practice Analysis Study.

We're proud to have worked with 15 subject matter experts to complete recoding of the first group of NAVLE items, with further items to be recoded in early 2019. This project is a next step in the NAVLE Practice Analysis Process started in 2015. In the fall of 2018, beginning with the November/December examinations, examinees will see an increase in aquatics items as we begin to pretest this content to build the item bank. In 2019, new examination forms will be built and administered based on the new examination blueprint.

Our Veterinary Educational Assessment (VEA) continues to see increased usage. Since the 2014-2015 testing cycle, candidate numbers grew 270%. 2017-2018 saw an increase of 21% in candidates above the 2016-2017 testing cycle. First-time administration of the VEA by several veterinary schools (including international schools such as Dublin, Ireland and Sydney, Australia) contributed to the increase for this current year.

ICVA launched its new website in February 2018 as the final step in the rebranding process that began in 2016. As the first contact many individuals have with ICVA, the website clearly explains our mission and vision. The website also provides examinees with a user-friendly application method and access to examination preparation tools.

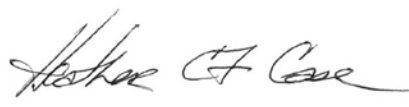
At the June 2017 ICVA Board of Directors meeting, the Working Group on Academic Veterinary Assessment was created. The purpose of this committee is to identify what assessment and measurement resources currently exist across academia, and identify areas where ICVA can best serve the assessment needs of academic veterinary medicine. Since then the group has developed a rank order list of actionable goals with the main priority given to building an assessment needs survey. This survey will provide direction concerning what assessment resources schools need and are interested in.

ICVA appointed four new officers for 2017-2018: Drs. Jon Betts, American Association of Veterinary State Boards (AAVSB), as Chair; Patty Provost, American Association of Equine Practitioners (AAEP), as Chair-Elect; Bruce Louderback (AAVSB), as Secretary-Treasurer; and Karen Lehe, American Association of Swine Veterinarians (AASV), as Past Chair.

The progress of this past year demonstrates ICVA's commitment to its core mission: providing world-class examinations and other assessment tools to protect the public, and animal health and welfare. With the ongoing support of our Board, volunteers and partners, ICVA is ready for the challenges and achievements ahead in 2018-2019.



**Jon Betts, DVM**  
ICVA Chair  
American Association of  
Veterinary State Boards Designee



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



# North American Veterinary Licensing Examination

The North American Veterinary Licensing Examination (NAVLE) was administered November 13 through December 9, 2017 and April 9-21, 2018. The NAVLE is developed in collaboration with the National Board of Medical Examiners (NBME) through the Collaboration for Veterinary Assessments Governance Committee (CVAGC). The examination, a set of 360 clinically relevant multiple-choice questions, is offered at all approved Prometric testing centers domestically and internationally.

In the last 5 years, the total number of NAVLE candidates has increased by 9%. The 2017-2018 candidate pool increased by 4% over the previous year. Although the total number of candidates taking the exam has increased, the percentage of those passing the exam on their first attempt has remained relatively consistent for the past four testing cycles.



NAVLE® Item Writers, ICVA staff, and NBME Staff at the November 9-10 NAVLE Item Review Meeting.

## NAVLE ITEM WRITERS FOR 2017

The item writers convened in Philadelphia, PA in November to update the NAVLE items.

**Bovine:** Drs. Arn Anderson, Bowie, TX; Travis White, Sioux Center, IA; Steven Foulke, Annville, PA; Keith Poulsen, Lodi, WI **Canine:** Drs. Cheryl Dhein, Pullman, WA; Julie Fixman, Holmes, NY; Christine Savidge, Charlottetown, PEI; Gretchen Schoeffler, Ithaca, NY; Karen Tefft, Garner, NC **Equine:** Drs. Lauren Kleine, Saugerties, NY; Kathleen MacMillan, Charlottetown, PEI; Jean-Yin Tan, Calgary, AB; Dave Wilson, Saskatoon, SK

**Feline:** Drs. Erica Barron, Arlington, VA; Serge Chalhoub, Calgary, AB; Ryane Englar, Manhattan, KS; Matthew Kornya, Hamilton, ON; Helen Tuzio, Rego Park, NY **Other Small Animal:** Dr. Karen Rosenthal, Tamarac, FL **Ovine/Caprine:** Dr. Philippa Gibbons, College Station, TX **Professional Behavior, Communications, and Practice Management:** Drs. Jason Coe, Guelph, ON; Laura Garrett, Urbana, IL; Donna Harris, West Olive, MI **Pet Bird:** Dr. Amanda Marino, Mahopac, NY **Public Health:** Dr. Katie Steneroden, Ames, IA **Porcine:** Drs. Rick Tubbs, Jasper, AL; Roslyn Casimir-Whittington, Opelika, AL

## PRACTICE ANALYSIS

In the summer of 2017, ICVA and NBME completed the veterinary practice analysis that was initiated in 2015 to define knowledge and skills essential for competent practice. In April 2018, ICVA sent a memo to veterinary licensing boards summarizing the results of the practice analysis and the implications for the NAVLE examination blueprint. This memo was subsequently sent to all of ICVA's stakeholders. We anticipate that the 2019-2020 NAVLE will be developed based on the new examination blueprint. Changes include the following:

- Increase in the number of Aquatics and Reptiles items
- Increase in the number of Communication items
- Removal of Public Health items from the species dimension and integration into competency-based questions

## NAVLE COMPETENCY RECODING PROJECT

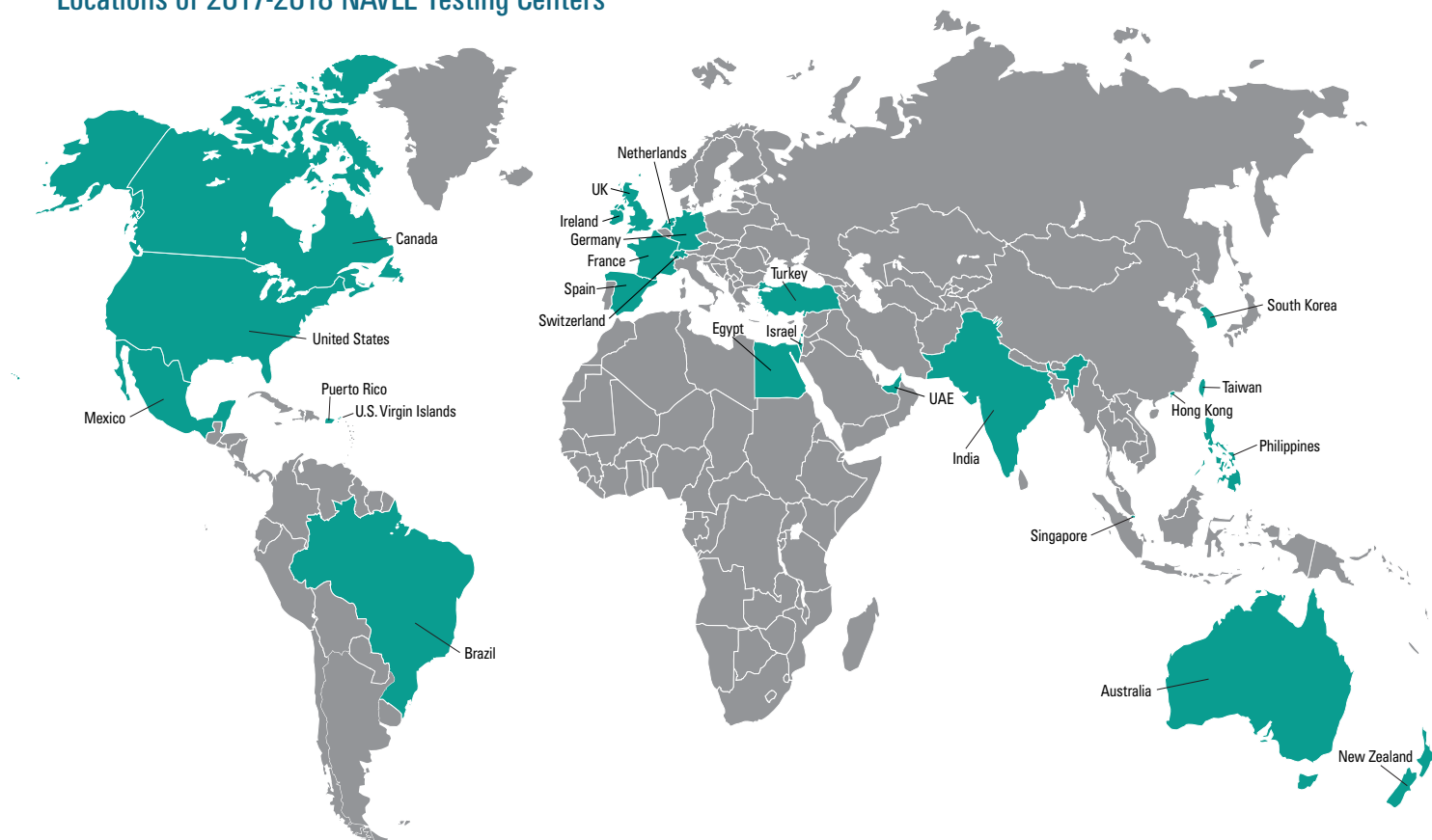
ICVA exams will use new competency codes as a result of the recent practice analysis. These codes will replace the activity codes used previously.

In late June, fifteen NAVLE Subject Matter experts / NAVLE Item Writers agreed to assist with the NAVLE competency recoding project. This project began in early July and was scheduled to conclude by September 10, 2018.

This recoding project was being handled electronically with NBME providing instructions and support remotely via an eRoom with no travel required. Recoding of these items was completed by the end of August.

Additional NAVLE item recoding tasks will occur in fall of 2018 and early 2019 to complete the project of recoding all NAVLE items.

## Locations of 2017-2018 NAVLE Testing Centers



### Performance on November/December 2017 NAVLE by Examinee Group

|                      | Mean Scale Score | SD Scale Score | Number of Examinees Failing | Percent of Examinees Failing | Total Examinees |
|----------------------|------------------|----------------|-----------------------------|------------------------------|-----------------|
| Criterion Group      | 507              | 65             | 423                         | 10.4%                        | 4062            |
| Non-Criterion Group  | 458              | 61             | 118                         | 28.1%                        | 420             |
| Non-Accredited Group | 412              | 75             | 157                         | 58.6%                        | 268             |
| <b>Total Group</b>   | <b>497</b>       | <b>69</b>      | <b>698</b>                  | <b>14.7%</b>                 | <b>4750</b>     |

### Performance on April 2018 NAVLE by Examinee Group

|                      | Mean Scale Score | SD Scale Score | Number of Examinees Failing | Percent of Examinees Failing | Total Examinees |
|----------------------|------------------|----------------|-----------------------------|------------------------------|-----------------|
| Criterion Group      | 472              | 68             | 38                          | 21.1%                        | 180             |
| Non-Criterion Group  | 440              | 50             | 224                         | 39.4%                        | 568             |
| Non-Accredited Group | 411              | 70             | 199                         | 59.6%                        | 334             |
| <b>Total Group</b>   | <b>437</b>       | <b>63</b>      | <b>461</b>                  | <b>42.6%</b>                 | <b>1082</b>     |

### 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      | 505              | 65             | 461                         | 10.9%                        | 4242            |
| Non-Criterion Group  | 448              | 56             | 342                         | 34.6%                        | 988             |
| Non-Accredited Group | 412              | 72             | 356                         | 59.1%                        | 602             |
| <b>Total Group</b>   | <b>486</b>       | <b>72</b>      | <b>1159</b>                 | <b>19.9%</b>                 | <b>5832</b>     |

### NAVLE Growth Chart



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

(2) Non-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

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

# Veterinary Educational Assessment

The Veterinary Educational Assessment (VEA) is a web-based, multiple-choice standardized examination used to assess students' knowledge of subjects taught in the first two years of the curriculum of accredited veterinary schools. The test covers five content areas: anatomy, physiology, pharmacology, microbiology, and pathology.

The VEA continues to see increased usage. In the last four years candidate numbers grew 270% since the 2014-2015 testing cycle. 2017-2018 saw an increase of 21% in candidates above the 2016-2017 testing cycle. First-time administration of the VEA by several veterinary schools (including accredited international schools such as Dublin, Ireland and Sydney, Australia) contributed to the increase for this current year.

In 2011, a study was conducted by the Iowa State University College of Veterinary Medicine and the University of Minnesota College of Veterinary Medicine to determine the relationship among several common measures used prior to and during veterinary school. The study revealed that the VEA (then known as the QE) was the strongest predictor of how a student would perform on the NAVLE.

Further research is currently being conducted to establish concurrent validity. The study will compare how students have performed on various content areas on the VEA to how they perform in those respective classes.

VEA Growth Chart



## VEA POOL REVIEW

Subject matter experts (SMEs) from a number of AVMA-accredited veterinary schools met in Philadelphia, PA to review items from the VEA item bank December 7-8, 2017 in Philadelphia, PA. Assisted by test development staff from the NBME, these volunteers worked to determine which items were suitable for use on examination forms for future testing cycles.

A total of 24 subject matter experts reviewed items in the following areas of expertise: Anatomy, Physiology, Pharmacology, Microbiology, and Pathology.

## VEA FORMS REVIEW

A VEA Forms Review occurred in March 2018. Fifteen subject matter experts from across academia reviewed the new VEA forms in the VEA blueprint. This process was handled remotely via an eRoom with no travel required with the assistance of the NBME.

Three reviewers volunteered to participate in each of these areas of expertise: Anatomy, Physiology, Pharmacology, Microbiology, and Pathology. The reviewers were expected to read a single 200-item form to ensure that the items are current and appropriate basic science/preclinical subject matter for students who have completed their second year in veterinary school.

The Form review process began March 16 and was completed by March 30.

## Species Specific Examination

The Species Specific examination was created in 2000 at the request of the licensing boards. The exam is only available to licensing boards and can be used to assess a veterinarian's competency in disciplinary cases or as verification of competency for a veterinarian who is licensed in another jurisdiction.

### USE OF SPECIES SPECIFIC EXAMS

ICVA's Species Specific examinations are for use by licensing boards in evaluating a veterinarian's knowledge in companion animal or equine medicine. Each examination consists of 100 multiple choice questions, and multiple forms of each examination are available. The Species Specific examinations were reviewed and revised in 2014. Each form comes with an ICVA-recommended passing standard.

Currently, the Species Specific exam is in paper and pencil format but will be moving to a web-based format in 2019. Nevada is the most frequent user of the exam followed by California. ICVA's goal is to increase awareness of the exam among licensing boards.

Boards interested in using these examinations should contact the ICVA office.

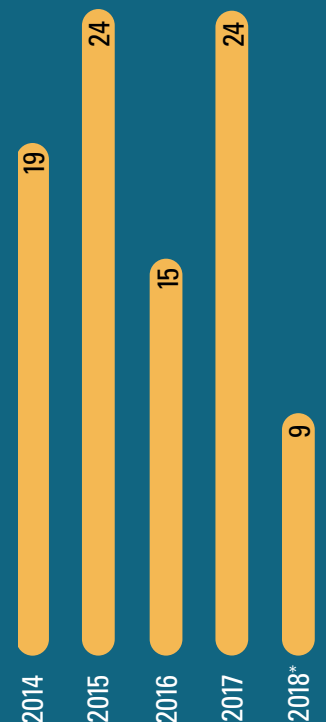


### USE OF SPECIES SPECIFIC EXAMS BY LICENSING BOARD AND YEAR

|               | 2014  | 2015  | 2016  | 2017  | 2018* |
|---------------|-------|-------|-------|-------|-------|
| Arizona       | 5.3%  | -     | -     | -     | -     |
| California    | 26.3% | 29.2% | 13.3% | 29.2% | 30.0% |
| Georgia       | -     | -     | -     | -     | 10.0% |
| Kansas        | -     | 4.2%  | -     | -     | -     |
| Massachusetts | -     | -     | -     | 4.2%  | -     |
| Minnesota     | 15.8% | -     | -     | 4.2%  | -     |
| Nevada        | 52.6% | 66.7% | 86.7% | 58.3% | 60.0% |
| Ontario       | -     | -     | -     | 4.2%  | -     |

\*2018 numbers are year to date.

### Species Specific Use



## Mission and Communications

ICVA's commitment to its core mission extends beyond the development and administration of the NAVLE. Providing world-class examinations and other assessment tools to protect the public, and animal health and welfare involves educating stakeholders on current assessment tools as well as identifying unmet assessment needs and creating solutions.

ICVA regularly communicates progress on its strategic goals, assessment updates, changes to its board of directors, and upcoming volunteer opportunities through its website as well as in a scheduled quarterly emailed newsletter.

### ACADEMIC VETERINARY ASSESSMENT

At the June 2017 ICVA Board of Directors meeting, the Working Group on Academic Veterinary Assessment was created. The purpose of this committee is to identify what assessment and measurement resources currently exist across academia, and identify areas where ICVA can best serve the assessment needs of academic veterinary medicine.

At their first in-person meeting in May 2018, the group developed a rank order list of actionable goals. One initial goal is to build an assessment needs survey to more clearly identify areas of need.



ICVA's Working Group on Academic Veterinary Assessment. From left: Drs. Malathi Raghavan, Ken Royal, Jan Ilkiw, Kathryn Michel, Gary Gackstetter, Courtney Vengrin, Kent Hecker, and Emma Read. Not pictured: Dr. Jack Wilson.

### VOLUNTEER ACTIVITIES

Volunteers from all parts of veterinary medicine are an integral part of ICVA's efforts to provide world-class examinations and other assessment tools to protect the public, and animal health and welfare. Our experts come from across the US, Canada, Ireland, the UK and several veterinary schools in the Caribbean. Subject matter experts in basic sciences, clinical sciences, academicians, veterinarians in clinical practice, and veterinarians working in areas outside of clinical practice (such as public health, food safety, wildlife conservation, etc.) are all welcome to apply for a variety of opportunities in developing and reviewing new test items and examination forms for each of ICVA's assessments.

This year, in addition to face-to-face meetings, ICVA has also hosted numerous electronic 'meetings' allowing individuals who may not be able to travel to these events to still have the opportunity to participate. Those interested in learning more about volunteer opportunities with the NAVLE, VEA, or Species Specific Examinations, are encouraged to contact our office at [mail@icva.net](mailto:mail@icva.net) for more information.

### OUTREACH – SCHOOL VISITATIONS

In 2017-2018, ICVA visited 12 schools and presented "The Life of An Item," a presentation designed for veterinary school students to demystify the NAVLE. It provides an overview of the International Council for Veterinary Assessment, the creation of NAVLE items, and test administration. This presentation is provided at no cost to the schools, and faculty members are also able to view the presentation. Faculty members may also have a separate time to talk to Dr. Case about topics of their choosing, including the NAVLE, the VEA, and additional ways ICVA can help with assessment needs in academic veterinary medicine.

ICVA is developing short video segments for each part of this currently face-to-face presentation, which will then be available on the website to make it accessible year-round.



## STRATEGIC PLANNING

As part of their continuous improvement efforts, ICVA met in October and November of 2017 to continue the strategic planning process. Facilitated by Ken Andrews, these meetings had Board members and staff look at recent survey results from ICVA stakeholders, review the current strategic plan, and discuss next steps for concrete actions to further the ICVA's mission and vision.

## ICVA BRANDING UPDATE

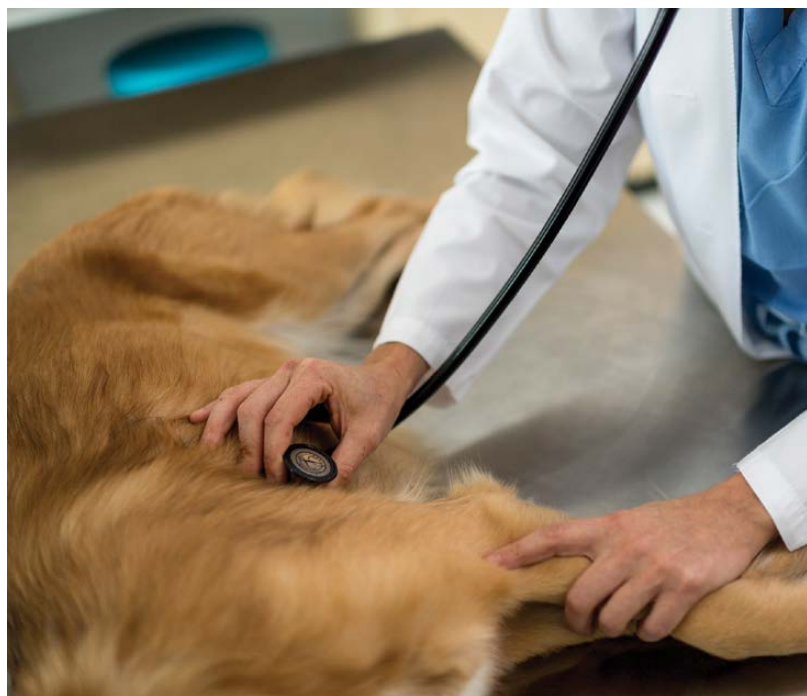
ICVA launched its new website in February 2018 as the final step in the rebranding process that began in 2016. Prior to the launch, a beta site was created and tested by a group of licensing board administrators, veterinary school officials, individuals who had recently taken the NAVLE, and individuals who will be taking the NAVLE within the next 18 months.

As the main conduit for NAVLE applications, the site provides the following tools and information:

- Easy access to test preparation tools
- Frequently-asked questions about the NAVLE exam
- Follow-up information on the veterinary licensure process
- Information about the NAVLE Self-Assessments, a tool students can use while in school to assist in their preparation for the NAVLE
- Information about the VEA, a tool schools can use to assess the progress of their students in the basic science areas
- Information about the Species Specific Examination, an assessment for veterinarians licensed in another jurisdiction or used in disciplinary cases to determine competency.

## FINANCE

ICVA's bylaws require an annual financial audit. ICVA is a not-for-profit corporation with 501(c)(3) status from the Internal Revenue Service. ICVA's annual Form 990 is available electronically at [www.guidestar.org](http://www.guidestar.org) under the organization's previous name, the National Board of Veterinary Medical Examiners.



## NEWSLETTER

ICVA published issues of the Veterinary Assessment In Focus (formerly National Board Report) in September and December 2017, and March and June 2018. Copies of the newsletter were e-mailed to the constituent organizations, and to each licensing board, veterinary school, and state/provincial veterinary medical association in North America. The newsletter is also available on the ICVA's website.

**International Council for Veterinary Assessment**  
Volume 1, Issue 5 - March 2018

### Veterinary Assessment In Focus

A QUARTERLY NEWSLETTER OF THE INTERNATIONAL COUNCIL FOR VETERINARY ASSESSMENT

#### Innovation

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

"Imagination plus innovation equals realization." — Denis Waitley

For the past few years, ICVA has continually challenged itself to look at aspects of our work, consider how it can be improved, and then gathered the tools and resources to take the solution from imagination to reality.

On every page of this newsletter is another aspect of how we are constantly innovating to build on our already stellar foundation. On page one, we unveil our new website that will make it easier for candidates to apply for examinations and get testing information via several technology platforms, including mobile devices. Page two offers updates on meetings and conferences where we work with the best in the veterinary world and in the assessment sphere to fulfill our vision as the world leader in veterinary assessments. Pages three through five highlight the dozens of volunteers who provide their expertise in order to give back to the veterinary community. Finally, pages five and six offer insights into the examinations we produce and administer to thousands of individuals worldwide each year.

Using our imagination to spark innovation, ICVA's fantastic volunteers and staff diligently work to improve the NAVLE, VEA, and the Species Specific Examinations for 2019 and 2020, but also for decades to come.

#### Revamped ICVA Website Debuts

Soon after ICVA finalized their rebranding process in 2017, the board authorized staff to begin redesigning the organization's website.

As the first (and perhaps only) contact many individuals have with ICVA, the website should clearly explain our mission and vision to the general public. As the main conduit for NAVLE applications, the site should provide examinees with a user-friendly application method, easy access to test preparation tools, answers to frequently-asked questions about the examination, and provide follow-up information on the veterinary licensure process. The website will also provide veterinary schools and veterinary licensing boards with information about ICVA assessments used while students are still in school (i.e., the VEA) or once the veterinarian is licensed but may need further assessment (i.e., the Species Specific Examination).

Those past few months, ICVA and 88 Brand Partners have worked together to create a streamlined, updated, and user-friendly website highlighting the top priorities of individuals visiting the site, while providing information and tools that can be accessed from a variety of electronic devices. As part of the process, a beta site was created and tested by a group of licensing board administrators, veterinary school officials, individuals who had recently taken the NAVLE, and individuals who will be taking the NAVLE within the next 18 months. After assessing the results of the beta testing and gathering input from ICVA staff, the new website was launched in early February.

You can take a look at the new website at [www.icva.us](http://www.icva.us).

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#### ICVA Vision (2018-2021)

The world leader in veterinary assessments.

#### ICVA Mission (2018-2021)

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

## Leadership and Staff



2017-2018 ICVA Board of Directors.

### BOARD OF DIRECTORS

ICVA is working towards the amendments to the bylaws approved at the January 2017 meeting to better position the organization to meet the goals established in its strategic plan. Specifically, the composition of the ICVA Board of Directors is changing, through attrition, through 2020 (as volunteers complete their existing terms). The new composition of the ICVA Board of Directors is as follows: four American Association of Veterinary State Boards designees including a public member; two Association of American Veterinary Medical Colleges designees; one AVMA Council on Education designee; one Canadian National Examining Board designee; and five At-Large Directors. This composition represents the three main areas of accreditation, education, and licensure/assessment, and provides opportunities for any veterinary organization to nominate qualified individuals to serve on the Board of Directors in the At-Large Director positions.

At the September 2017 American Association of Veterinary State Boards meeting, Dr. Helen Tuzio was elected as one of the four AAVSB designees to ICVA's Board of Directors. Dr. Patty Provost was honored at the October ICVA Strategic Planning meeting for her service to the Board as Secretary/Treasurer from 2015 to 2017.

### 2018-2019 LEADERSHIP

The following officers were appointed for 2018-2019: Drs. Patricia Provost (AAEP) as Chair, Mike Chaddock (AAVMC) as Chair-Elect, Bruce Louderback (AAVSB) as Secretary-Treasurer, and Jon Betts (AAVSB) as Past Chair.

Additional 2018-2019 ICVA Board members are Drs. Robert Cherenon, Misty Edmondson, Karen Lehe, Susan Little, Billy Martindale, Mark Russak, Helen Tuzio, Jack Wilson, and Ms. Kathy Bowler.

### STAFF

Dr. Heather Case, Jeanne Blasewitz, Anita Casey-Reed, Mia Delgado, Laurie Holverson, and Tonee VanderVliet serve as full-time employees for ICVA.

### OFFICES

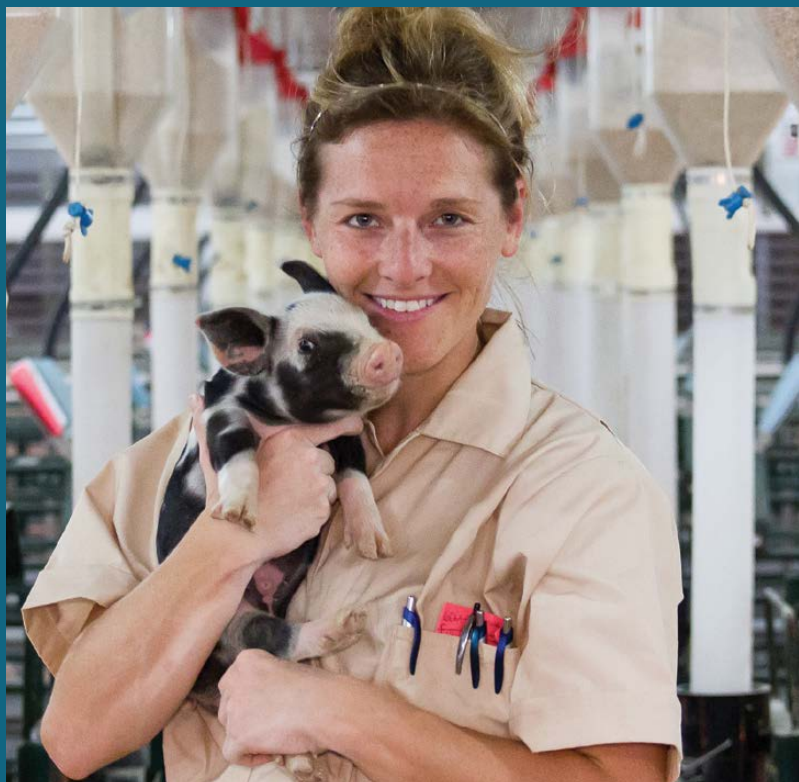
ICVA's office in North Dakota is located at 3000 North 14th Street, Suite 2A, Bismarck, ND 58503. Mses. Blasewitz, Casey-Reed, Holverson, and VanderVliet are located at this office.

ICVA's office in Illinois is located at 1095 Pingree Road, Suite 218, Crystal Lake, IL 60014. Dr. Case and Ms. Delgado are located at this office.

## 2017-2018 BOARD MEETINGS

June 23-24, 2017  
Flagstaff, AZ

January 19-20, 2018  
St. Petersburg, FL



## STRATEGIC PRIORITIES

In collaboration with stakeholders, transition NAVLE to an enhanced competency-based set of assessments

- Continue to focus on NAVLE as our premier product
- Explore innovative assessment modes

Expand ICVA's suite of world-class assessments, being responsive to the global needs of society & veterinary medicine

- Respond to international requirements
- Responsive to the needs of licensing boards & Colleges of Veterinary Medicine (CVMs)

Further develop ICVA's assessment capabilities and expertise

- Expand ICVA's resource network
- Leverage and develop technical skills

Be a proactive leader and collaborator in veterinary medicine

- Increase engagement with licensing boards, CVMs and other components of veterinary medicine that further ICVA's mission

Operational excellence through continuous improvement

- Deliver reliable services to licensing boards, CVMs, examinees, and other clients
- Continue to leverage strong NBME partnership

Promote a healthy & positive working environment

- Staff, Board and volunteers are team members critical to and collaborators in the ICVA mission
- Provide enrichment through opportunities for growth, empowerment, work-life balance, & respect



#### ICVA OFFICES

3000 North 14th Street, Suite 2A  
Bismarck, ND 58503

1095 Pingree Road, Suite 218  
Crystal Lake, IL 60014

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.