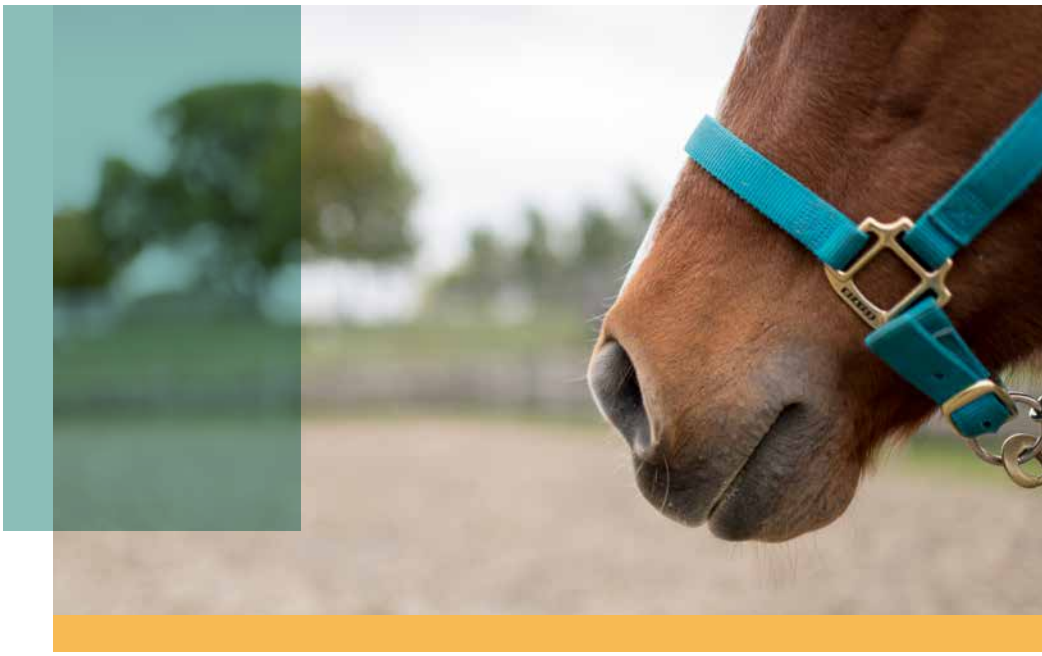
International Council for Veterinary Assessment



NAVLE 25

25 Years of Excellence in Veterinary Assessment



2025–2026 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.

CEO & CHAIR LETTER

NAVLE 25
25 Years of Excellence in Veterinary Assessment



Dr. Helen Tuzio



Dr. Heather Case

During the past twelve months, we have looked back on 25 years of the North American Veterinary Licensing Examination® (NAVLE®). This allowed us to see how far we had come over the past quarter-century and to look forward to new horizons in veterinary assessment. We are pleased to say that NAVLE test administrations are proceeding successfully with our new three-window annual schedule, maintaining the world-class standards of our examination process while serving thousands of candidates worldwide.

Throughout this ICVA annual report, we will share what we've done over the last fiscal year, June 1, 2025–May 31, 2026.

There were 8,983 test administrations of the North American Veterinary Licensing Examination (NAVLE) across the two testing windows in the 2025–2026 fiscal year, a return to recent candidate levels after our record-breaking 2024–2025 testing cycle. Solid growth continued with our Veterinary Educational Assessment (VEA®), as 3,190 students took the assessment in 2025–2026 (an increase of 95.3% in the past five years).

The change to three annual NAVLE testing windows has had a positive impact on both candidates and licensing boards for individuals entering the licensure process. The NAVLE will also move to a new test block timing format, beginning with the October–November 2026 testing window. These updates are part of ICVA's ongoing commitment to improving the testing experience and are in response to candidate feedback. The test block timing format updates were made in coordination with our partners at the National Board of Medical Examiners (NBME) and are in alignment with recent changes to other standardized exams. Research on high-stakes testing has shown that shorter testing blocks with more frequent breaks can help reduce fatigue, support more stable performance, and improve the overall testing experience. We have also continued to streamline the logistics for the Species Specific Examinations to assist licensing boards in verifying the competence of individuals who are currently or were previously licensed.

Over the last few years, ICVA has continued to increase our in-house assessment and operations capabilities to handle the expanding number of examinees and test administrations across our organization's assessment portfolio.

Looking toward the future, we are at a key point in the development of a veterinary educational progress test. Our volunteer committees are also making headway in the complex process of determining viable ways to assess veterinary communication skills—things we know will reap huge benefits for the veterinary community in the years to come.

ICVA has also met with numerous groups within veterinary medicine worldwide, attending a wide variety of in-person events in the US, Canada, and the UK to discuss assessment with students, licensing board representatives, and veterinary educators.

The Academic Veterinary Assessment Committee (AVAC) continues to administer our ICVA Assessment Grant program. 2026 is the first time a recipient of the grant and most of their team were from the UK.

ICVA has also been involved in research leading to several published articles and conference presentations this year, as part of our commitment to sharing knowledge that can be used to improve the training and practice of veterinarians.

ICVA is grateful for the continued efforts of our impassioned volunteers, amazing staff, outstanding regulatory and academic colleagues, and hardworking examinees as we all strive to fulfill our mission to provide world-class assessments that protect animals and humans alike. As we enter into this next year, we are pleased to highlight the accomplishments of the last year, and we look forward to what else we can achieve by working together.



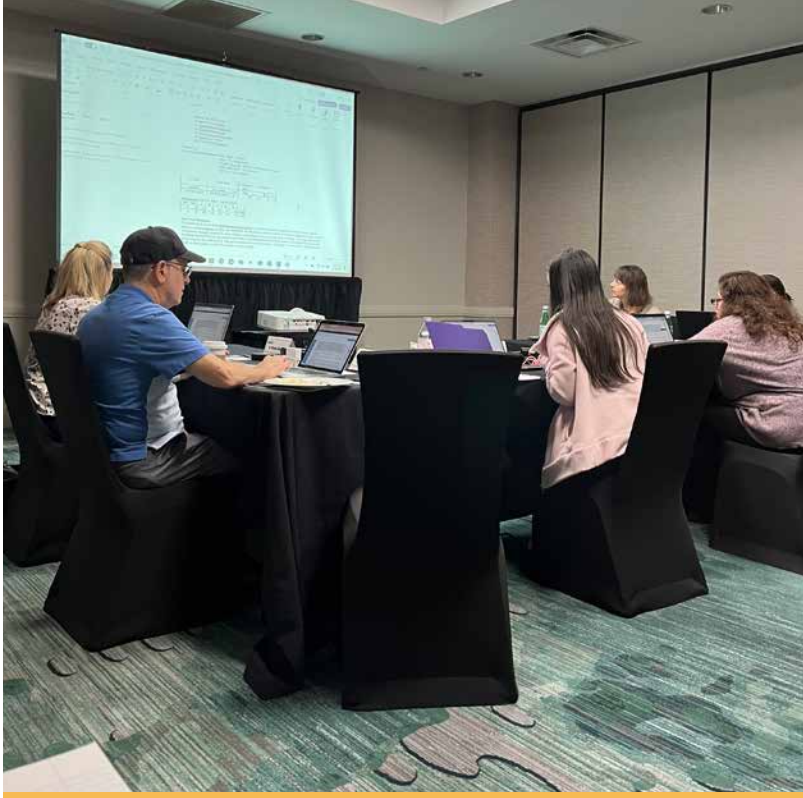
Helen Tuzio, DVM, DABVP (Feline Practice), CVA, FFCP (Veterinary)
2025–2026 ICVA Chair



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

VOLUNTEERS

Thank you to our amazing volunteers, staff, regulatory and academic colleagues, and examinees who all help make ICVA's work possible. We're grateful for the dedication of professionals who support the continued development of our veterinary community, creating the outstanding results we've achieved together as an organization.



Thank you!

> My time working with others who are passionate about assessment in veterinary medicine has been rewarding. It is quite the honor & pleasure to see so many advancements in assessment first hand!
>
> **– Dr. Tamara Hancock**

> Now, being part of the teams involved in item writing and practice analysis, I have gained a deep appreciation for the immense amount of thought, collaboration, and rigor that goes into creating an exam that is fair, relevant, and representative for all candidates—across regions, backgrounds, and practice types.
>
> **– Dr. Hélène Lardé**

If you are interested in learning more about volunteer opportunities with the ICVA, please contact our office or scan the QR code.

Volunteers Represent

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

Volunteer Opportunities

- Subject Matter Experts
- Item, Form, and Pool Reviewers
- Committee and Task Force Members
- Working Group Members
- Board of Directors

25 YEARS OF THE NAVLE®

25 Years of Excellence in Veterinary Assessment

In 2025, ICVA marked the 25th anniversary of the North American Veterinary Licensing Examination (NAVLE®). What began as a computer-based examination for approximately 2,900 candidates in 2000 has grown into a key component of veterinary licensure across the United States and Canada.

"Veterinary medicine plays an essential role in public health, animal health, and animal welfare. For 25 years, the NAVLE has helped set a global standard for entering the profession, and ICVA remains committed to advancing assessments that reflect the realities and responsibilities of modern veterinary practice" — Dr. Heather Case, CEO, ICVA

2000–2004
Building the Foundation

The NAVLE was first administered during the November–December 2000 testing window, following several years of development to replace earlier standardized examinations. By 2003, the exam had expanded to a limited number of international testing centers, and in 2004, professional behavior, communication, and practice management competencies were added following a practice analysis.

2005–2019
Expanding Access and Evolving with the Profession

NAVLE Self-Assessments were introduced in 2007, giving candidates new tools to prepare for the examination. The NAVLE expanded to all approved international Prometric centers worldwide in 2011, followed by electronic testing permits and score reports in 2015.

In 2016, the National Board of Veterinary Medical Examiners became the International Council for Veterinary Assessment (ICVA), reflecting a broader focus on veterinary assessment. The NAVLE continued to evolve, with aquatics and reptile competencies added in 2018 and enhanced performance reports introduced in 2019.





2021–Present
Meeting Growing Demand

Recent years have brought continued growth and modernization. The candidate dashboard launched in 2023, giving candidates greater visibility into their testing progress. Annual NAVLE administrations surpassed 9,000 candidates in 2024–2025, leading to the introduction of a third annual testing window beginning in 2025.

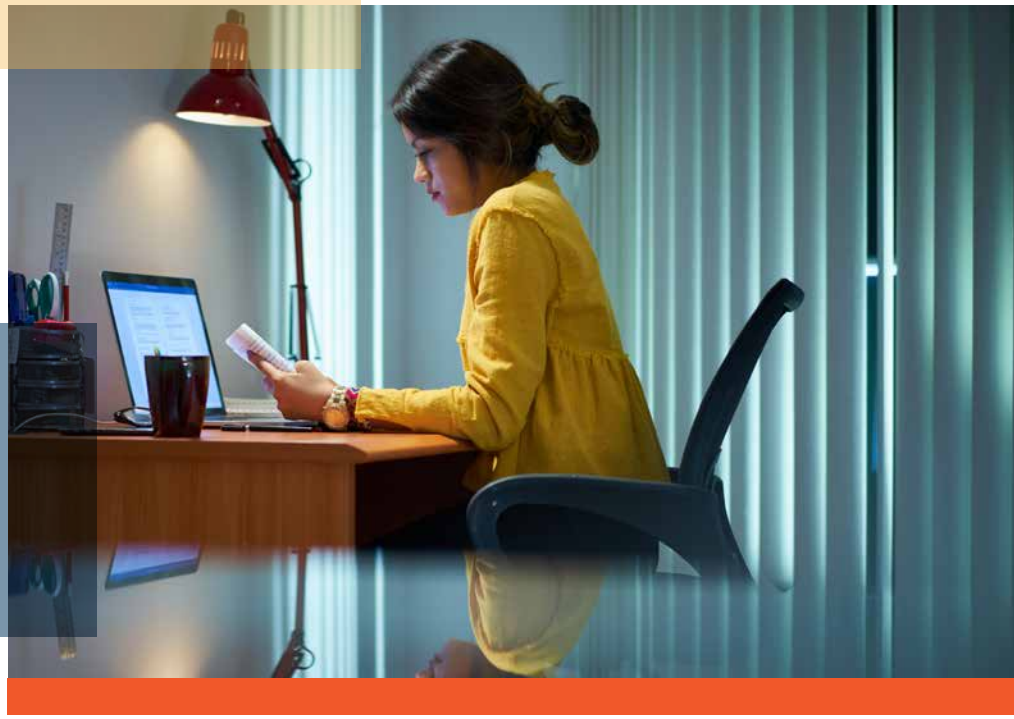
"The new schedule with three NAVLE testing windows per year provides candidates with greater flexibility, assists candidates with non-traditional graduation dates, and helps graduated veterinarians become licensed more quickly."
— Dr. Helen Tuzio, 2025–2026 ICVA Board Chair

Looking Ahead

More than 114,000 candidates have taken the NAVLE over its 25-year history. Throughout that time, the examination has continued to evolve through practice analyses, advances in assessment technology, and input from veterinarians across the profession.

The latest NAVLE Practice Analysis is underway, with the survey phase completed and an updated blueprint expected by the end of 2026. As ICVA looks toward the next 25 years, the NAVLE's continued evolution will be shaped by the veterinary community it serves—and by the volunteers, educators, practitioners, and experts who contribute their knowledge to its development.

ICVA ASSESSMENTS



ICVA develops and delivers assessments that support veterinary education, licensure, and competency. Its assessment portfolio includes the North American Veterinary Licensing Examination (NAVLE®), NAVLE Self-Assessments, the Veterinary Educational Assessment (VEA®), and Species Specific Examinations.

ICVA continues to expand and improve its assessments to respond to the changing needs of veterinary medicine. New assessments in development include a veterinary education progress test and a communication skills assessment, which will provide additional tools to support veterinary students and educators.

Across its assessment programs, ICVA works with veterinary educators, practitioners, and subject matter experts to develop and continually improve assessments that are relevant, reliable, and reflective of current veterinary education and practice.

NAVLE®



North American Veterinary Licensing Examination

Administered since 2000, the North American Veterinary Licensing Examination (NAVLE) is the standard licensure exam for veterinary medicine, consisting of 360 clinically relevant multiple-choice questions—300 scored and 60 pre-test. It is a requirement for licensure to practice veterinary medicine in all licensing jurisdictions across the United States and Canada.

The NAVLE was developed in cooperation with the National Board of Medical Examiners® (NBME®), bringing a rigorous, standardized approach to veterinary licensure assessment. The exam is offered at Prometric computer testing centers throughout North America, as well as at authorized international locations.

8,983
tests administered in the 2025–2026 fiscal year

114,298
total candidates have completed the exam to date

35.0%
increase in tests administered in the past five years

NAVLE Moves to Three Annual Testing Windows

Beginning with the 2025–2026 testing cycle, ICVA has moved to three testing windows each year. This change provides greater accessibility for the increasing number of candidates, allows for quicker turnaround times for those who do not pass or who miss application deadlines, and simplifies scheduling for candidates with non-traditional graduation dates.

The first two administrations of the testing cycle (October–November 2025 and March 2026) are covered in this report. The new testing window will occur from mid-July to mid-August each year.

NAVLE®

2025–2026: NAVLE Item Writers

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 2025–2026.



Aquatics/Reptile:
Dr. Lester Khoo

Bovine:
Drs. Sierra Guynn, Chelsea Holschbach, Ailbhe King, Celeste Morris, Chad Paetsch, Maria Prado, and Rick Stockler

Camelidae/Cervidae/Ovine/Caprine:
Drs. Hélène Lardé and Clare Scully

Canine/Feline Behavior:
Dr. Christine Calder

Canine:
Drs. Allan Corber, Julie Fixman, Carolyn Santore, Gretchen Schoeffler, Karen Tefft, and David Wilkes

Equine:
Drs. Michelle Husulak, Jared Janke, Kathleen MacMillan, Tamara Swor, and Jonathan Yardley

Feline:
Drs. Serge Chalhoub, Ryane Englar, Matthew Kornya, Jessica Pritchard, Cara Sener, and Helen Tuzio

Other Small Animal:
Drs. Christine Higbie and Daren Mandrusiak

Pet Bird:
Dr. Olivia Petritz

Porcine:
Dr. Emily Taylor

Poultry/Avian:
Drs. Teresa Morishita and Jason Schewe

Professional Behavior, Communications, and Practice Management:
Drs. Rose Baker and Kalyani Ektate

Public Health (ACVPM group):
Drs. Kathleen O'Hara and Dustin Weaver

2025–2026: NAVLE Item, Pool, and Form Review Meetings

November 12–13, 2025

NAVLE ITEM REVIEW MEETING

NAVLE item writers worked with NBME editors in Philadelphia, PA to review new items for inclusion in the pre-test 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 2026–2027 testing cycle.

December 9–10, 2025

NAVLE POOL REVIEW MEETING

With assistance from NBME test development staff, NAVLE subject matter experts (SMEs) from the US and Canada met in Philadelphia, PA to review pre-test item performance for new items that appeared on the October–November NAVLE. Items were approved for use on future NAVLE forms and were added to the NAVLE item bank.

February 18, 2026

NAVLE ITEM WRITER TRAINING WORKSHOP

NAVLE SMEs met remotely to learn how to write psychometrically sound 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 8–9, 2026

NAVLE FORM REVIEW MEETING

NAVLE SMEs met in Philadelphia, PA to review and approve NAVLE forms to be administered during the 2026–2027 testing cycle. The SMEs received the opportunity to review complete forms for quality and content overlap and to ensure content equivalence. They also evaluated all associated images online for quality and clarity. Recent graduates also participated in this meeting to ensure that the content is current.

NAVLE®



Performance on October–November 2025 NAVLE by Examinee Group[1]

		Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Seniors from Accredited Schools	First-Time Takers	486	67	890	17.6%	5043
	Repeaters	431	48	26	41.3%	63
	Total[2]	**486**	**67**	**916**	**17.9%**	**5106**
Graduates from Accredited Schools	First-Time Takers	431	93	42	42.4%	99
	Repeaters	418	48	331	53.7%	616
	Total[2]	**420**	**57**	**373**	**52.2%**	**715**
All Non-Accredited Schools	First-Time Takers	396	75	290	66.7%	435
	Repeaters	401	59	305	64.2%	475
	Total[2]	**398**	**67**	**595**	**65.4%**	**910**
Total Group[2]		**467**	**74**	**1884**	**28.0%**	**6731**

Performance on March 2026 NAVLE by Examinee Group[1]

		Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Seniors from Accredited Schools	First-Time Takers	466	65	81	26.4%	307
	Repeaters	426	44	375	48.4%	775
	Total[2]	**437**	**54**	**456**	**42.1%**	**1082**
Graduates from Accredited Schools	First-Time Takers	404	86	55	59.1%	93
	Repeaters	411	46	266	61.1%	435
	Total[2]	**410**	**55**	**321**	**60.8%**	**528**
All Non-Accredited Schools	First-Time Takers	393	77	184	65.2%	282
	Repeaters	398	54	243	67.3%	361
	Total[2]	**395**	**65**	**427**	**66.4%**	**643**
Total Group[2]		**419**	**60**	**1204**	**53.4%**	**2253**

(1) Fail rates in this table are based on pre-verified data and may change post verification.

(2) Total group counts do not include examinees marked as withholds, invalidations, or partials/projected scores.

NAVLE®



NAVLE Self-Assessments

Designed to mirror the NAVLE experience, NAVLE Self-Assessments are web-based practice exams that help candidates identify their strengths and weaknesses ahead of the NAVLE.

Each Self-Assessment form includes 200 multiple-choice items, divided into four sections of 50 items each. Regular and Expanded Feedback forms are available for purchase and can be completed in either standard-paced or self-paced timing mode.

The most useful performance feedback is provided when candidates take the NAVLE Self-Assessment under conditions that closely resemble the actual exam. Candidates are advised to complete the NAVLE Self-Assessment in a single session using the "standard-paced" mode, allowing optional short breaks between sections. The expanded feedback form also allows the examinee to review the answers to incorrectly-answered questions.

Based on candidate feedback, ICVA is adding an additional expanded feedback version in English and French that show correct responses for questions answered incorrectly. These new NAVLE Self-Assessment forms will be available in August of 2026.

NAVLE Self Assessment Tests Taken 2025–2026

English

Form 1 – Regular	**3450**
Form 2 – Expanded Feedback	**5225**
Form 3 – Regular	**2454**

French

Form 1 – Regular	**60**
Form 2 – Expanded Feedback	**92**

NAVLE®



NAVLE® Practice Analysis

ICVA conducts periodic practice analyses to identify the knowledge, skills, and tasks essential to safe and effective veterinary practice. Previous analyses were completed in 2003, 2010, and 2017, with findings used to update the NAVLE blueprint and keep the examination aligned with current entry-level veterinary practice.





In partnership with Data Recognition Corporation (DRC), ICVA launched a new 18-month NAVLE Practice Analysis in 2025–2026. The project engaged subject matter experts (SMEs) from across the United States and Canada to review and update the tasks and diagnoses represented in the NAVLE blueprint and develop a profession-wide survey.

In May and June 2026, ICVA, in partnership with the American Veterinary Medical Association (AVMA) and Canadian Veterinary Medical Association (CVMA), surveyed a representative sample of US and Canadian veterinary practitioners. Three survey versions were developed and offered in English and French, with built-in logic allowing results to be analyzed across different subpopulations, including veterinarians early in their careers and those with more than five years of licensure.

Following the survey's June 8 closing date, DRC began to compile and analyze the survey data and comments for review by the veterinary SMEs. The SMEs will use these findings to make final determinations regarding competency domains and tasks, species weighting, and diagnosis lists. The resulting updated blueprint will help keep the NAVLE relevant to the knowledge and competencies expected of newly licensed veterinarians.





VEA®



Veterinary Educational Assessment

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

The VEA enables schools to track student performance in these areas over time, provide individualized support to students based on their knowledge gaps, and compare their students' results to peers at other veterinary schools.



3,190
students at 23 schools took the VEA over three 2025–2026 testing windows

95.3%
increase in tests administered in the past five years

Flexibility for Schools

Schools benefit from the flexibility the VEA offers in administering the assessment—including test vendor technical support across all time zones worldwide, remote proctoring options, and the ability to easily reschedule examinees within the testing window.

Beginning with the August–September 2026 VEA testing window, the VEA will be administered through Certification Management Services (CMS), providing additional flexibility as well as updated options for receiving student performance information.

OTHER EXAMS



Species Specific Exams

Developed by ICVA in 2000, the Species Specific Examinations evaluate veterinarians' knowledge of companion animal or equine medicine. Licensing boards may require one or both exams, depending on their specific needs.



How the Exams Are Used

The exams serve two key purposes: assessing a veterinarian's competency in disciplinary cases and verifying competency for veterinarians licensed in another jurisdiction. Available exclusively to licensing boards, the 100-item exam comes in multiple forms, each with an ICVA-recommended passing standard.

Thanks to flexible scheduling and proctoring options, both US and Canadian licensing boards have used the Species Specific Examinations this year as part of their regulatory processes.



Communication Skills Assessment

In 2025, ICVA's Communication Skills Assessment Committee completed a comprehensive scoping review examining evidence related to communication skills assessment in health professions education. The review analyzed more than 17,000 research articles and identified 146 studies for further analysis, helping inform future assessment development.

A rapid blueprinting meeting with veterinary communication experts was held in 2025, followed by a broader survey of experts from AVMA COE-accredited veterinary schools. Feedback from these efforts will help define the competencies and assessment methods that form the foundation of the upcoming ICVA communication skills assessment.

OTHER EXAMS



Veterinary Education Progress Test

ICVA continued development of a new veterinary medical education progress test designed to assess learning as students advance through veterinary school. The assessment is being developed with volunteer subject matter experts from AVMA COE-accredited veterinary schools and is intended to provide meaningful information about student progress over time.

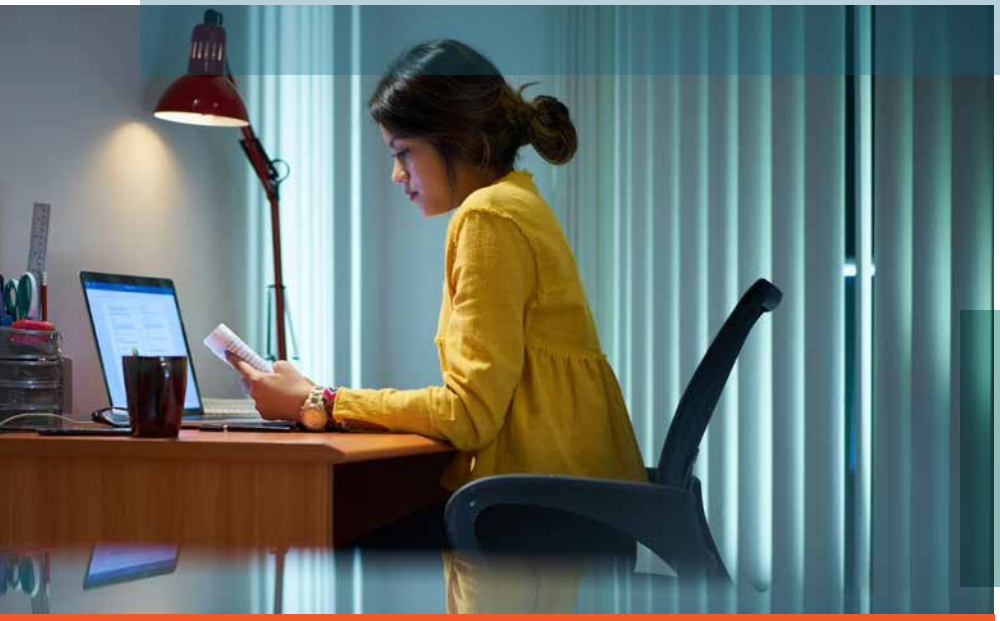
In May 2026, ICVA collaborated with the American Association of Veterinary Medical Colleges (AAVMC) to survey associate deans at AVMA COE-accredited veterinary schools. Feedback on administration logistics, score reporting, and cost models will help inform the structure and implementation of the new assessment.

Development of the first 200-question test form progressed during 2026, with a team of nine subject matter experts completing a review of the draft form. The assessment follows an established blueprint covering Problem Solving and Decision Making; Individual and Population Care and Management; Foundational Sciences; Public Health; Scholarship; and Practice and Professionalism.

ICVA will continue working with volunteers and academic partners as development progresses toward the launch of the new assessment.



ADVANCING THE MISSION: ICVA IN ACTION



Operations & Exam Security

ICVA continued to strengthen its focus on exam security through expanded oversight of testing, cybersecurity, candidate ethics, and data forensics. As part of this effort, ICVA created a new Exam Security Specialist role, with Timothy Bishop joining the organization to support these initiatives, particularly for the NAVLE®.

ICVA also established the Exam Security and Ethical Behavior Committee to provide ongoing oversight of security practices and ethical behavior. The committee brings together volunteers with diverse professional perspectives to help ICVA respond to evolving security challenges, align with industry standards, and protect the integrity of its assessments.

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 commitment to its core mission by:

- educating groups on current assessment tools
- identifying unmet assessment needs, and
- creating solutions to assist veterinary medicine.

OUTREACH



Left to right: Michelle Chen, Canadian National Examining Board; Drs. Heather Case and Kent Hecker, ICVA staff; Dr. Helen Tuzio, ICVA Board Chair; Dr. Ted Mashima, AAVMC

Outreach to Licensing Boards

AAVSB Presentation

At the 2025 American Association of Veterinary State Boards (AAVSB) Annual Meeting, ICVA staff presented the "NAVLE Deep Dive". Beginning with a recognition of the NAVLE's 25th anniversary, the talk provided an in-depth perspective on high-stakes exam development and creation, as well as the psychometric standards and processes for the NAVLE.

The discussion also included important information for the licensing board community on the NAVLE practice analysis and the move to three testing windows, as well as a Q&A session for attendees.

Outreach to Schools and Students

SAVMA Symposium and June Student Webinar

ICVA Board member Dr. Hilari French represented the organization at the Student American Veterinary Medical Association (SAVMA) Symposium, held March 13–15 in Raleigh, NC. Dr. French delivered "The NAVLE: Why the Test Matters and What You Need to Know" which covered an overview of ICVA and the NAVLE, including the exam blueprint, application timeline and scoring, and the resources ICVA provides to candidates as they prepare for the exam.

Students were able to ask questions on a variety of topics both at the presentation and later at the ICVA's exhibit booth. Additionally, 2025–2026 ICVA student liaison Matthew Murray was in attendance at the symposium, providing an update on the NAVLE to the SAVMA House of Delegates.

For those unable to attend SAVMA in person, Dr. French delivered a virtual presentation of "The NAVLE: Why the Test Matters and What You Need to Know" on June 9. The webinar was open to prospective NAVLE candidates worldwide, with over 270 veterinary students registered for the event. In addition to the presentation itself, the webinar included a live question-and-answer period that provided attendees with an opportunity to learn more about the examination process and available candidate resources.

AAVMC Annual Conference

ICVA staff and volunteers attended the American Association of Veterinary Medical Colleges (AAVMC) Annual Conference and Iverson Bell Symposium on April 16–18 in Washington, DC. This meeting provided an opportunity to interact with veterinary educators, answer questions, and provide information on ICVA's work.

VEA® Exam Security Webinar

ICVA Exam Security Specialist Timothy Bishop hosted an online exam security webinar on August 28, 2025, for proctors administering the Veterinary Educational Assessment (VEA®). The discussion, attended by representatives of approximately half of the schools that currently administer the VEA to their students, covered the role of proctors and provided practical advice on handling common threats to exam integrity.

Presentations

AAVMC Academic Veterinary Medicine Symposium

ICVA Chief Assessment Officer Dr. Kent Hecker spoke during several sessions at the AAVMC's Academic Veterinary Medicine Symposium. The symposium, held at Texas A&M University in College Station, Texas from June 3–6, 2025, covered a range of topics for veterinary educators. Dr. Hecker participated virtually in a panel discussion on spectrum of care issues on June 3, and in a talk for the Competency-Based Veterinary Education (CBVE) group on June 5.

InVeST Conference Presentation

ICVA Chief Assessment Officer Dr. Kent Hecker presented at the 2025 International Veterinary Simulation in Teaching (InVeST) Conference, held October 17–19, 2025 in Amarillo, TX. The event brought together educators from around the world to learn about topics involving simulation and modeling in veterinary education. Dr. Hecker's talk, "Validity of a model or validation evidence to support the use of a model," was the final keynote presentation of the conference.



Innovations in Testing Conference Keynote

On March 4, ICVA CEO Dr. Heather Case served as a panelist in the closing keynote of the Association of Test Publishers (ATP) Innovations in Testing 2026 Conference, "Future-Ready by Design: How Testing Organizations Are Planning for What's Next." Along with the other panel participants—Learnosity's Gavin Cooney, Microsoft's Dr. Liberty Munson, and Knapp and Associates International's Dr. Lenora Knapp—Dr. Case discussed how testing organizations can use foresighting to better prepare for future work in a rapidly evolving world.

By providing examples from ICVA's extensive use of foresighting, Dr. Case discussed how the exercises helped the organization pinpoint priorities and align resources to meet upcoming needs.

AAVMC Meeting

At the American Association of Veterinary Medical Colleges (AAVMC) Annual Conference and Iverson Bell Symposium, held April 16–18, 2026 in Washington, D.C., ICVA Director of Assessment Dr. Kent Hecker co-presented (in his role as a faculty member at the University of Calgary) with Dr. Eloise Jillings of Massey University (New Zealand). The workshop included both presenters providing examples of admissions data analysis using research from their two respective institutions to discuss what the data can, and can't, be used to support in terms of evidence-based decision making in admissions.

Additional 2025–2026 initiatives:

LinkedIn
ICVA posted frequently to our 3,116 followers, up over 500 followers from last year.

Website
The NAVLE Candidate Dashboard was further expanded to include additional information on timelines for the NAVLE process, and resources for candidates. Request form pages were added to allow candidates to easily update NAVLE contact information or order previous score reports.

Communications
ICVA provided key updates and information through regular email communications to schools, candidates, and licensing boards. Surveys were sent to invested groups to gain feedback on new procedures for continued improvement, including the NAVLE Practice Analysis survey (conducted in conjunction with the AVMA and CVMA) to a representative sample of US and Canadian veterinarians.



GRANTS & AWARDS

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 received 12 letters of intent for the 2025 assessment grant program and asked five teams to submit full proposals by October 30 for consideration. The proposals were reviewed by all members of the Academic Veterinary Assessment Committee, and after the review process was completed, the final recipients were notified.

This is the first time the award has gone to a team primarily based in the UK.



ICVA 2025 Assessment Grant Winner

Led by Dr. Julie Dickson of the University of Bristol Veterinary School, the 2025 ICVA Assessment Grant project is the first award to be given to a team from the United Kingdom. The research team also includes a co-investigator from Lincoln Memorial University in the United States, highlighting the program's support for collaboration across institutions.

The project will design, implement, and evaluate a small set of multidimensional Veterinary Objective Structured Clinical Examination (mdOSCE) stations to assess student competence before clinical rotations. The stations will be piloted with volunteer students and examiners, with statistical analysis used to evaluate their validity and reliability. Surveys and focus groups will also examine the feasibility, acceptability, and potential educational impact of the assessment.



2026 Assessment Grant Program

For the eighth year of the ICVA Assessment Program, applications opened in April, with the letter of intent deadline set as June 30, 2026. ICVA received a record 21 letters of intent and from those, the AVAC sent invitations for full proposals to nine applicants. The proposals will be reviewed by all members of the Academic Veterinary Assessment Committee, and the 2026 ICVA Assessment Grant winners will be announced publicly in early 2027.



GRANTS & AWARDS

2025 ICVA Award: Dr. John Boyce

Dr. John Boyce was recognized with the ICVA Award for 27 years of dedicated service to the organization. His tenure as CEO began when ICVA was known as the National Board Examination Committee (NBEC), later becoming the National Board of Veterinary Medical Examiners (NBVME). The organization adopted the name International Council for Veterinary Assessment (ICVA) shortly after his retirement.

Dr. Boyce's involvement in veterinary assessment began in 1987, when he attended an NBEC meeting and observed the extensive process involved in developing, validating, and administering examinations. That experience shaped his career and leadership in veterinary assessment.

ICVA is grateful for Dr. Boyce's lasting contributions, his support and encouragement of others in veterinary assessment, and the vision and foundation he helped establish for the organization.



2025 Volunteer Award Winner: Dr. Cheryl Dhein

Dr. Cheryl Dhein was honored with the ICVA Volunteer Award for her decades of service to the veterinary profession. She has volunteered extensively with ICVA, including writing and reviewing NAVLE test items, serving on the Assessment Development Committee, reviewing Species Specific Examinations, and supporting the development of the veterinary education progress test through question writing and review.

Now Professor Emerita, Dr. Dhein continues to support veterinary assessment initiatives and remains engaged with the profession. ICVA extends its gratitude for her decades of service, expertise, and lasting contributions to veterinary assessment.

LEADERSHIP



Strategic Planning

ICVA's Board of Directors and senior staff gathered in January for a strategic planning session focused on emerging trends in veterinary medicine, education, and certification. Facilitated by association strategy consultant Mary Byers, CAE, the session brought Board members and staff together to examine external forces shaping the profession and consider their potential impact on ICVA.



The session included presentations on economic trends and practice readiness, along with exercises designed to identify opportunities for ICVA. Discussions explored topics ranging from technology and evolving assessment models to changes in veterinary education and workforce expectations.

Additional strategic planning workshops and discussions will be held through the rest of 2026 to build on these discussions and further develop priorities for ICVA's next strategic plan.

Foresighting

Since 2020, ICVA's foresight work has helped the organization examine long-term trends and possible futures in veterinary assessment. What began as a project with the University of Houston's Foresight Program has become an ongoing part of Board discussions and strategic decision-making, encouraging ICVA to consider emerging opportunities, challenges, and external forces shaping the future of assessment.

ICVA's commitment to foresight was highlighted on March 4, when CEO Dr. Heather Case participated in the closing keynote of the Association of Test Publishers (ATP) Innovations in Testing 2026 Conference, "Future-Ready by Design: How Testing Organizations Are Planning for What's Next." Alongside representatives from Learnosity, Microsoft, and Knapp and Associates International, Dr. Case discussed how testing organizations can use foresight to prepare for a rapidly changing world.



LEADERSHIP

2025–2026
Board Meetings

June 20–21, 2025
January 22–24, 2026

ICVA Board Leadership

The ICVA fiscal year ended May 31, 2026 and, at the June 2026 Board of Directors meeting, the following officers were elected to serve during the 2026–2027 term:

Dr. Hilari French, Chair
Dr. Donna Harris, Chair-Elect
Dr. Winifred (Winnie) Krogman, Secretary-Treasurer
Dr. Helen Tuzio, Immediate Past Chair*

The following Board Members completed their ICVA service at the conclusion of the June 2026 ICVA BOD meeting:

Dr. Peggy Schmidt
Dr. Helen Tuzio

*We thank Dr. Tuzio for her service. She will serve until her successor is elected during the September 2026 AAVSB meeting. At that time, Keith Poulsen will become Immediate Past Chair for the remainder of the 2026–2027 term.

COMPOSITION

The thirteen members of the ICVA Board are either elected or designated.
The composition of the ICVA Board of Directors is as follows:

At-Large	AAVSB	AAVMC	AVMA COE	CNEB
5 directors	**4** designees [including a public member]	**2** designees	**1** designee	**1** designee

2025–2026 ICVA Board Members:

At-Large

Dr. Donna Harris, Secretary-Treasurer
Dr. Bradley Heins
Dr. Hilari French, Chair-Elect
Dr. Keith Poulsen, Immediate Past Chair

Designated by the American Association of Veterinary State Boards

Dr. Winnifred Krogman
Ms. Trina Ralph, Public Member
Dr. Karl Solverson
Dr. Helen Tuzio, Chair

Designated by the Association of American Veterinary Medical Colleges

Dr. Priti Karnik
Dr. Peggy Schmidt

Designated by the AVMA Council on Education

Dr. Melinda Camus

Designated by the Canadian National Examining Board

Dr. Annabelle Denson

Chief Executive Officer Dr. Heather C. F. Case



ICVA STAFF

New Staff



Randi Malone, Executive Assistant to the COO

Randi Malone, Executive Assistant to the COO, joined ICVA in June 2025. Randi supports Chief Operating Officer Janine Hawley and the Program Operations team, helping manage executive workflows and strengthen internal systems.



Timothy Bishop, Exam Security Specialist

Timothy Bishop joined ICVA in August 2025, stepping into the position of Exam Security Specialist. This newly created role was part of a strategic initiative to further strengthen the organization's focus on exam security. Timothy oversees operations across multiple areas, including on-site testing security, cybersecurity monitoring, candidate ethics policy implementation, and data forensics—particularly for the NAVLE®.



Rachel LaCroix, Assessment Programs Coordinator

Rachel LaCroix joined ICVA in August 2025 as Assessment Programs Coordinator. Rachel supports volunteer engagement, item writing, and form review activities. She develops tools and processes to streamline volunteer recruitment, vetting, feedback collection, and placement while identifying opportunities to improve efficiency across teams. Rachel has also worked closely with ICVA staff and Data Recognition Corporation (DRC) on the NAVLE® Practice Analysis and will support the continued development of the Progress Test.

Staff Certifications





Anāsha Lanford and Rachel LaCroix

In June 2026, ICVA Director of Program Operations Anāsha Lanford and ICVA Assessment Programs Coordinator Rachel LaCroix both completed their ICE-CCP® Certification. The certification is used to verify proficiency in professional credentialing, including governance, program operations, and assessment development and validation.

The Institute for Credentialing Excellence (I.C.E.) serves as the professional hub for credentialing organizations and professionals. It is the primary resource for best practices and has provided the I.C.E. Certified Credentialing Professional® (ICE-CCP®) Certification program for credentialing experts since 2021.



Brittney Ventress

ICVA Business Manager Brittney Ventress earned her Accounts Payable Manager Certification (APM) through the Institute of Finance & Management (IOFM) in February 2026. The certification program included training on internal controls, compliance, vendor management, process improvement, and oversight of accounts payable operations. This process involved coursework, training videos, practice assessments, and a comprehensive final exam, which she successfully passed to earn the title of APM.





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