



**2024**

REPORT TO  
LICENSING  
BOARDS

**NAVLE<sup>®</sup>**

NAVLE SELF-ASSESSMENT  
SPECIES SPECIFIC EXAMS

## 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



Dr. Keith Poulsen



Dr. Heather Case

## Letter from the Chair and CEO

We are pleased to report that test administrations are proceeding successfully during these rapidly-evolving times, maintaining the world-class standards of our examination process as we handle the increasing number of candidates worldwide taking ICVA's examinations.

**8,915 candidates** took the North American Veterinary Licensing Examination® (NAVLE®) during the 2023-2024 testing cycle, showing an **8.3% increase** from the 8,230 candidates who tested during the 2022-2023 cycle.

ICVA continues to invest in innovation in order to meet our commitment and vision of being a world leader in veterinary assessments. Over the last few years, we have increased our in-house assessment capabilities by adding a Chief Assessment Officer, a Senior Director of Assessment, and a Chief Operating Officer to our growing team. We have also expanded the number of team members working directly in program management, to keep pace with our expanding number of examinees and test administrations (more on that below).

Responding to the needs of the veterinary community, ICVA is moving from two to three annual NAVLE testing windows, beginning in mid-2025, to assist boards with individuals entering the licensure process. Beginning with the November-December 2024 administration, we have also introduced an approval option for NAVLE candidates who chose not to designate a specific licensing board to receive their test results, and have implemented a revised NAVLE retake policy to align with the best practices of assessment. Additionally, in January 2024 we streamlined the scheduling and score reporting for the Species Specific Examinations, to assist boards in verifying the competence of individuals who are already licensed.

We also continue to develop initiatives as part of our strategic priorities to provide the highest-quality assessments in a just and equitable manner to members of the veterinary community worldwide, such as our Diversity, Equity, and Inclusion Task Force, our International Activities Task Force, and our Communications Skills Assessment Task Force.

It's been a tremendous year at ICVA, and we're grateful for the hardworking volunteers, amazing staff, outstanding regulatory and academic colleagues, and candidates each doing their part to help fulfill our mission to provide world-class assessments that protect animals and humans alike.

**Keith Poulsen**  
DVM, PhD, DACVIM  
ICVA Chair

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

# 8,915

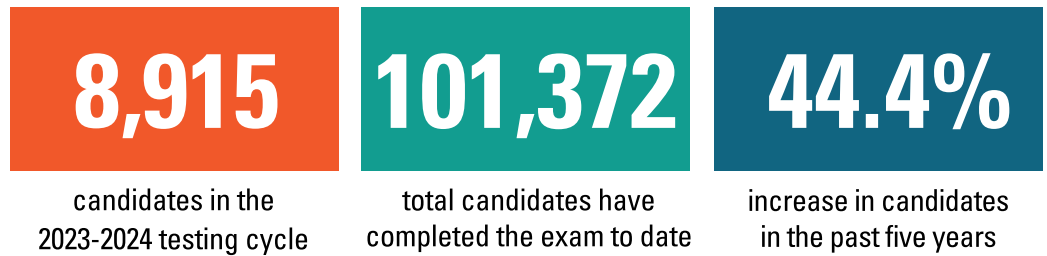
candidates took the  
North American  
Veterinary Licensing  
Examination® (NAVLE®)  
during the **2023-2024**  
testing cycle.



## North American Veterinary Licensing Examination (NAVLE)

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

## Cumulative Exam Completions by Candidates

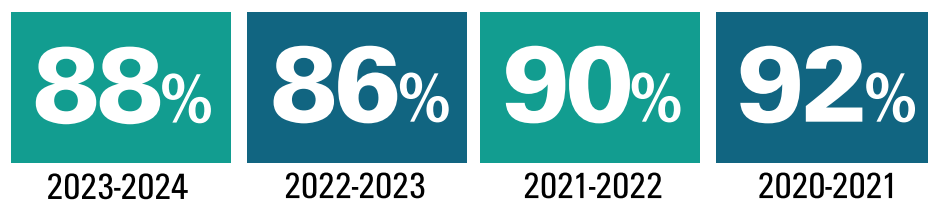


## NAVLE Fees

The 2023-2024 ICVA NAVLE application fee was \$740 (USD) for candidates to take the test. For those who wanted to take the NAVLE at selected Prometric Testing Centers outside of the U.S. or Canada, there was an additional \$355 (USD) international testing fee.

## Ultimate Performance Passing Rate

for senior students from AVMA-accredited schools



## Extended Exam Window Options for Candidates

Prior to 2020, 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, the Fall 2023 NAVLE window was expanded to over six weeks (spanning from November 1 - December 16) and the Spring 2024 NAVLE window was expanded to four weeks (from April 1 - April 26).



### Performance on Fall 2023 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group <sup>1</sup>	482	69	855	19.2%	4461
Non-Criterion Group <sup>2</sup>	427	65	534	47.1%	1133
Non-Accredited Group <sup>3</sup>	395	77	497	64.4%	772
<b>Total Group</b>	<b>462</b>	<b>76</b>	<b>1886</b>	<b>29.6%</b>	<b>6366</b>

### Performance on Spring 2024 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group <sup>1</sup>	448	66	119	33.8%	352
Non-Criterion Group <sup>2</sup>	423	53	684	48.4%	1412
Non-Accredited Group <sup>3</sup>	404	70	458	58.3%	785
<b>Total Group</b>	<b>420</b>	<b>62</b>	<b>1261</b>	<b>49.5%</b>	<b>2549</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 <sup>1</sup>	480	69	974	20.2%	4813
Non-Criterion Group <sup>2</sup>	425	58	1218	47.9%	2545
Non-Accredited Group <sup>3</sup>	400	72	955	61.3%	1557
<b>Total Group</b>	<b>450</b>	<b>74</b>	<b>3147</b>	<b>35.3%</b>	<b>8915</b>

(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.

### NAVLE Communications

To handle the continued increase in inquiries from candidates, ICVA has revamped the FAQ section of the website, created an automatic reply to e-mails with helpful links with frequently-requested information, provided a NAVLE application checklist to all candidates, alerted candidates to the revised NAVLE retake policy, and successfully expanded the NAVLE dashboard to provide individualized information regarding applications.

The ICVA currently reviews and approves NAVLE candidates on behalf of 42 licensing boards. This service allows licensing boards to focus resources on licensing priorities.

Candidates pay an application fee to ICVA (\$55 USD) and there is no cost to the licensing boards.

Beginning with the Fall 2024 NAVLE, an option is available for candidates to be approved without designating a specific licensing board to automatically receive their score report, and the revised NAVLE retake policy of five attempts has been implemented.



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

Dr. Elizabeth Johnson Million provided ICVA's *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, and the University of Tennessee, as well as presentations as an online webinar for the University of Pennsylvania, Ross University, the Ontario Veterinary College, the University of Wisconsin, Virginia Tech, The Ohio State University, Tufts University, Midwestern University, Auburn University, North Carolina State University, Oklahoma State University, Western University, Texas Tech University, Texas A&M University, Kansas State University, the University of Missouri, and the University of Minnesota.

Additionally, Dr. Million gave the presentation in-person at the SAVMA Symposium in Knoxville, Tennessee, and on three dates in March as an open online webinar with over 450 total participants from 33 countries. For each of the open webinars, time was also provided to give participants information from allied organizations of the ICVA, including one webinar with the American Veterinary Medical Association (AVMA) Educational Commission for Foreign Veterinary Graduates (ECFVG), a webinar with the Canadian National Examining Board (CNEB), and a webinar with the American Association of Veterinary State Boards (AAVSB).

**OUTREACH:**  
Dr. Elizabeth Johnson Million at  
Texas Tech University School of  
Veterinary Medicine.

# Species Specific

## Species Specific Examinations

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

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



ICVA most recently updated the Species Specific examinations through a standard setting process in 2019, implemented remote proctoring options in 2020 for easier administration, and increased flexibility for scheduling and score reporting in 2024.



## State Board Examinations

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

In 2024, ICVA implemented increased flexibility for scheduling and score reporting to assist the examinees and the board.

# Volunteers

## NAVLE Volunteer Opportunities

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

Volunteer opportunities include the following:

**NAVLE Item Writing:** Writing items for the NAVLE in accordance with the current NAVLE blueprint.

**Annual NAVLE Pool Reviews:** Older NAVLE items are reviewed for accuracy and relevance.

**Annual NAVLE Form Reviews:** NAVLE forms are reviewed prior to use in the next testing cycle.

“

I see now the entire examination process for what it is and for all it can be. This is our opportunity as a profession to uphold the trust that veterinary consumers put in graduating professionals. I want to be a part of maintaining and adapting those standards so that community needs are met. I want to continue the torch of excellence in terms of item and form review, and developing opportunity areas for growth.”

– Dr. Ryane E. Englar



### ► LEARN MORE

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



“

I've had, and still have, a great career as a poultry veterinarian and I wanted to give back to the veterinary community. I also served as an Associate Dean for Academic Affairs and was interested in assessments. I feel I can share these experiences to help enhance NAVLE while meeting other like-minded colleagues throughout North America.”

– Dr. Teresa Y. Morishita

**300+** volunteers

THANK YOU!