



**2020  
2021**

**ANNUAL  
REPORT**

## Successful Testing in Unprecedented Times





## 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**

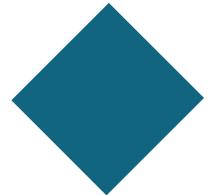
in all actions and business relationships

### **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 from the Chair and CEO

While the COVID-19 pandemic continues to produce uncertainty and unexpected challenges, we remain focused on administering our assessments in ways that both keep examinees safe and maintain the integrity and high security standards of the examinations themselves. It is now more important than ever to continue the ICVA mission: providing world-class assessments to protect animals and humans alike.

Even though the challenges presented by COVID this past year have put our commitment to the test, we are pleased to announce successful testing during unprecedented times. From the continued expansion in NAVLE® testing windows, to the transition to remote proctoring for our Species Specific Examinations and Veterinary Educational Assessments, our team remained in constant communication with all stakeholders involved and faced adversity head on.

This past fiscal year was marked by 6,639 candidates completing the North American Veterinary Licensing Examination® (NAVLE®); the third successful year of the ICVA Assessment Grant program; the addition of two full-time essential staff members; nine recipients of the ICVA award; and continued progress on the ICVA Strategic Plan.

During the 2020-2021 testing cycle, 6,639 candidates took the NAVLE, representing a 7.7% increase from the 6,159 candidates who tested during the 2019-2020 cycle. Our Veterinary Educational Assessment (VEA) experienced year-over-year growth, with 1,633 students taking the examination in 2020-2021 – representing a 1.98% increase since last year.

Although timeframes were shifted slightly, ICVA has continued our commitment to provide a third year of grants to fund research projects focused on veterinary assessment within academia. Several high quality submissions were received by the September 30th deadline. We look forward to formally announcing the 2021 grant recipients in early 2022.

We'd like to take a moment to recognize the extraordinary efforts of staff who worked tirelessly to continue the ICVA mission. Earlier this year the ICVA Board of Directors voted unanimously to present the prestigious ICVA Award to the nine individuals of the ICVA staff for their outstanding response throughout the pandemic.

Looking back on this past year, we can't help but be grateful – to our talented volunteers, to our outstanding staff, to our dedicated colleagues, and to the entire veterinary community. Without your continued commitment we wouldn't be able to fulfill our mission to provide world-class assessments that protect animals and humans alike.



Dr. Karen Robertson



Dr. Heather Case

*Karen Robertson DVM*

**Karen Robertson**  
DVM, DACVPM  
ICVA Chair

*Heather Case*

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



**300+**  
total volunteers

## The ICVA Volunteer Community

Thank you to our many talented & tenacious volunteers who help support the efforts of the ICVA. It would be impossible for the ICVA to fulfill our vision and mission without the support and generosity of our 300+ volunteers.

Our volunteer community represents all facets of veterinary medicine and is integral in supporting our efforts to provide world-class examinations and other assessment tools that protect the public, and animal health and welfare.

This past year there were many unparalleled challenges to face. Remote item-writing became necessary, pool and form reviews had to be transitioned to a virtual format, and BOD meetings were restructured to be online rather than in person. We greatly appreciate the dedication, time commitment, and effort required by all who had to make these rapid transitions in order to assist ICVA in our continued standards of excellence.

Interested in giving back and supporting the veterinary profession? Subject matter experts in basic sciences, clinical sciences, academicians, veterinarians in clinical practice, and veterinarians working in areas outside of traditional clinical practice (such as public health, food safety, herd management, wildlife conservation, etc.) are all welcome to apply. If you are interested in learning more about volunteer opportunities with the NAVLE, VEA, or Species Specific Examinations, please contact our office at [mail@icva.net](mailto:mail@icva.net) for more information.



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

– Dr. Gary Gackstetter

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

– Dr. Sanjay Kapil

“ I have enjoyed every moment being a veterinarian and have much to be grateful for being a part of a wonderful, enriching profession. Volunteering for the ICVA allows me to share my expertise and give back to my profession by helping to play a role in the development of assessments used in veterinary medicine.”

– Dr. Teresa Morishita

### ICVA 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

If you are interested in learning more about volunteer opportunities with the ICVA, please contact our office at [mail@icva.net](mailto:mail@icva.net).

NAVLE®



## 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 US and Canada.

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 overseas sites.



2020-2021  
TESTING CYCLE

**6,639**  
candidates took  
the NAVLE

**84,033**

candidates completed the  
NAVLE since 2000-2001

**% passing  
the exam**

remains relatively consistent  
for the past five years

**20.2%** ↑

increase in candidate pool  
in the last five years

**7,784**

candidates tested since  
the pandemic started



COVID

### COVID-19 RESPONSE

The ongoing COVID-19 pandemic resulted in temporary changes to the Fall 2020 and Spring 2021 NAVLE administrations. As COVID-19 policies and guidelines were released, and continued to rapidly evolve, the ICVA worked hand-in-hand with the National Board of Medical Examiners® (NBME®) and Prometric Testing Centers to make informed decisions regarding testing.

### KEY CHANGES:

#### Expanded Exam Completion Options for Candidates

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

In early 2020, as the scale and scope of Prometric Test Center closures began to increase, ICVA proactively expanded the Fall 2020 testing window to September 1 through December 31, 2020, to allow for easier candidate scheduling. In 2021, the ICVA is pleased to announce that the expanded Spring 2021 NAVLE testing window (which opened March 1) was completed May 31 with all scores released in June. Though we saw continued COVID-19 challenges and test center closures in some areas, ICVA is proud to have successfully tested over 1400 NAVLE candidates in the spring window.

#### Multiple Score Report Releases

Throughout the extended testing windows, ICVA provided multiple NAVLE score report releases to candidates and licensing boards. This COVID-related change was made to allow successful candidates to begin practicing as soon as possible.

#### FREE Self-Assessment

As a goodwill gesture, Candidates were offered one FREE web based NAVLE Self-Assessment (SA) practice exam through December 31, 2020, as they prepared to take the test under unprecedented conditions, and 3,355 free self-assessments were taken.

**3,355**  
FREE Self-Assessments

Subject matter experts met virtually on February 25, 2021 to learn how to write test items for the NAVLE.



## NAVLE ITEM WRITERS FOR 2020 - 2021

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 2020-2021:



### **Aquatics/Reptile:**

Drs. Lester Khoo, Stoneville, MS; and Gregory Lewbart, Raleigh, NC



### **Bovine:**

Drs. Bradley Heins, Athens, GA; Jeffery Musser, Bryan, TX; Keith Poulsen, Lodi, WI; and Maria Prado, Knoxville, TN



### **Camelidae/Cervidae/Ovine/Caprine:**

Drs. Clare Scully, Baron Rouge, LA; and Ricardo Stockler, Auburn, AL



### **Canine/Feline Behavior:**

Dr. Christine Calder, North Waterboro, ME



### **Canine:**

Drs. Julie Fixman, Holmes, NY; Christine Savidge, Watertown, MA; Gretchen Schoeffler, Ithaca, NY; and Karen Tefft, Garner, NC



### **Equine:**

Drs. Lauren Kleine, Saugerties, NY; Kathleen MacMillan, Charlottetown, PEI; Fernando Marqués, Madison, WI; and Jean-Yin Tan, Calgary, AB



### **Feline:**

Drs. Serge Chalhoub, Calgary, AB; Allan Corber, Toronto ON; Ryane Englar, Tucson, AZ; Matthew Kornya, Guelph, ON; and Helen Tuzio, Rego Park, NY



### **Other Small Animal:**

Dr. Karen Rosenthal, Amityville, NY



### **Pet Bird:**

Dr. Amanda Marino, Bedford Hills, NY



### **Porcine:**

Drs. Wesley Lyons, Sycamore, IL; and Gilbert Patterson, Johnson City, TN



### **Poultry/Avian:**

Dr. Teresa Morishita, Pomona, CA



### **Professional Behavior, Communications, and Practice Management:**

Drs. Rose Baker, Baron Rouge, LA; Jason Coe, Guelph, ON; and Amy Snyder, Cary, NC



### **Public Health (ACVPM group Chair):**

Dr. E Jane Kelly, Spanish Fork, UT



## Performance on Fall 2020 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>	501	64	473	11.2%	4219
Non-Criterion Group <sup>2</sup>	445	60	194	35.6%	547
Non-Accredited Group <sup>3</sup>	390	74	270	65.4%	412
<b>Total Group</b>	<b>487</b>	<b>73</b>	<b>937</b>	<b>18.1%</b>	<b>5179</b>

## Performance on Spring 2021 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>	452	71	108	36.4%	297
Non-Criterion Group <sup>2</sup>	433	50	291	40.8%	713
Non-Accredited Group <sup>3</sup>	407	73	258	57.3%	450
<b>Total Group</b>	<b>429</b>	<b>64</b>	<b>657</b>	<b>45.0%</b>	<b>1460</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>	498	66	581	12.9%	4516
Non-Criterion Group <sup>2</sup>	438	55	485	38.5%	1260
Non-Accredited Group <sup>3</sup>	399	74	528	61.2%	863
<b>Total Group</b>	<b>474</b>	<b>75</b>	<b>1594</b>	<b>24.0%</b>	<b>6639</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

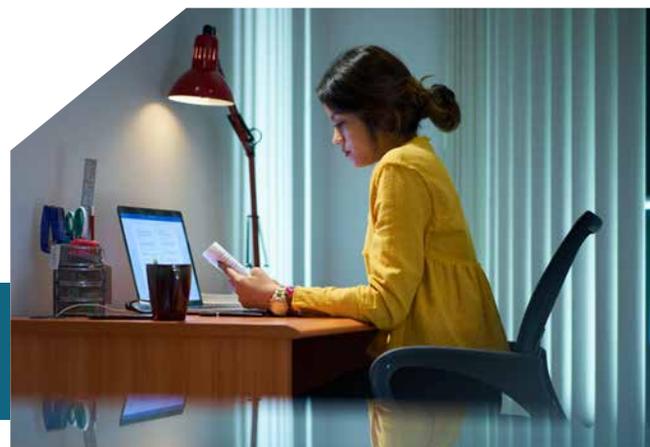
(3) Non-Accredited Group: graduates or senior students of foreign veterinary schools that are not accredited by the American Veterinary Medical Association's Council on Education.

## NAVLE SELF-ASSESSMENTS

NAVLE Self-Assessments (also known as NAVLE Practice Exams) are web-based examinations designed to help NAVLE candidates identify their strengths and weaknesses as they prepare for the NAVLE.

Each NAVLE Self-Assessment form consists of 200 multiple-choice items, which are presented in four sections of 50 items each. There are now two types of self-assessments:

In response to candidate requests in recent years, an expanded feedback form was created in 2020, and allows the examinee to review the questions and answers to incorrectly answered questions.



## REGULAR & EXPANDED FEEDBACK USE

### English

- Form 1 – Regular 1734
- Form 2 – Expanded Feedback 2388
- Form 3 – Regular 946

### French

- Form 1 – Regular 21
- Form 2 – Expanded Feedback 50

ICVA is pleased to announce that new NAVLE Self-Assessment forms are now available for purchase. There are three new English forms and two new French forms, which can be taken under standard-paced or self-paced timing modes.

All new forms follow the current blueprint of the NAVLE.

Research has confirmed 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.

## Veterinary Educational Assessment (VEA)

Designed as an independent assessment of basic veterinary medical sciences knowledge, the VEA is a 240-item (200 scored, 40 pre-test) web-based standardized examination.

The five main content areas are anatomy, physiology, pharmacology, microbiology, and pathology. It allows schools to track the performance of their students in these content areas over time, and to compare the performance of their students to that of students from other veterinary schools.



During 2020-2021:

**slight increase**

in student numbers from the 2019-2020 testing cycle

**1,633**

students took the VEA over three testing windows at 22 schools, including 13 schools with a mix of in-person and remote proctoring

**52%↑**

over the last five years



### CONTINUED VEA RESEARCH

As many colleges move to explore holistic admissions processes which encompass both academic and non-academic factors, the question of student performance arises. A recent study published by Drs. Jared A. Danielson and Rebecca G. Burzette examines admissions criteria as predictors for academic success. As one of the indicators of success, Drs. Danielson and Burzette turned to the VEA as a standardized measure of knowledge and skills in veterinary medical education.

Their recent study is unique when compared to prior similar studies in that it controlled for restriction of range of the predictor variables and used a relatively new assessment tool: the Veterinary Educational Assessment (VEA) as well as additional indicators. Stay tuned for the full report, to be released in late 2021.



Dr. Jared Danielson



Dr. Rebecca Burzette

VEA

### COVID-19 UPDATE



A new VEA proctoring option was piloted in 2020 and remote proctoring started during the May window. This allowed schools to administer the assessment to their students even if they were not on-campus. Remote proctoring continues as an option for the VEA in 2021.

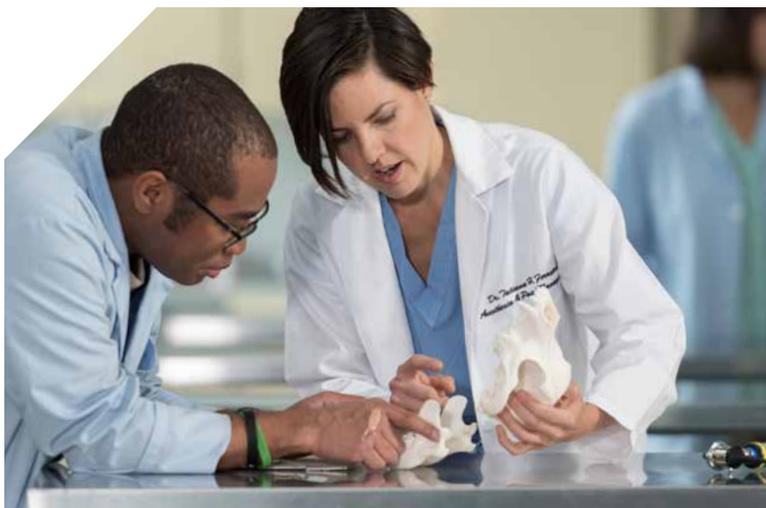
## VEA FORM REVIEW MEETING

Subject matter experts in anatomy, physiology, pharmacology, microbiology, and pathology met virtually on March 11 and March 15 to review and approve VEA forms to be administered beginning with the August 30 - September 10, 2021 testing window.

The meeting provides subject matter experts the opportunity to review complete forms for quality, content overlap, and to ensure content equivalence. Reviewers also evaluate all associated images online for quality and clarity. Drs. Case, Million, Vengrin and Hecker from the ICVA staff also attended the sessions.

### VEA FORM REVIEW PARTICIPANTS:

**Drs. Lora Ballweber, Linda Berent, Daniel Brown, David Cross, Abdalla Eljack, Hilari French, Jennifer Ketzis, Martha Littlefield, Sheba MohanKumar, Puliur MohanKumar, Jeffrey Musser, Carly Patterson, Wayne Schwark, Cathryn Sparks, Michael Stonerook, and Maureen Wichtel.**



## UPDATED VEA FACULTY REVIEW FORM

To give faculty a better understanding of the test, ICVA offers two complimentary faculty reviews per school, per year (July 1 - June 30). Originally available only during testing windows, the VEA Faculty Review can now be completed during any time of the year.

The VEA Faculty Review form was recently updated to reflect the latest version of the test more accurately. Originally matching the 240-item VEA, the Faculty Review Form has been streamlined to 100 items, allowing for a simpler, more efficient review process.

The new form is available to veterinary school faculty beginning October 2021.

**100** item

new streamlined faculty  
form available

**2**

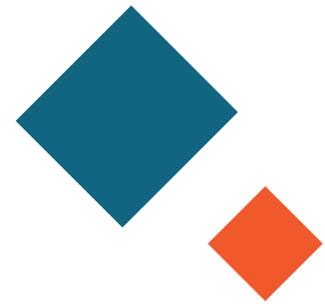
complimentary faculty  
reviews per year

**365**

faculty VEA review  
available year-round

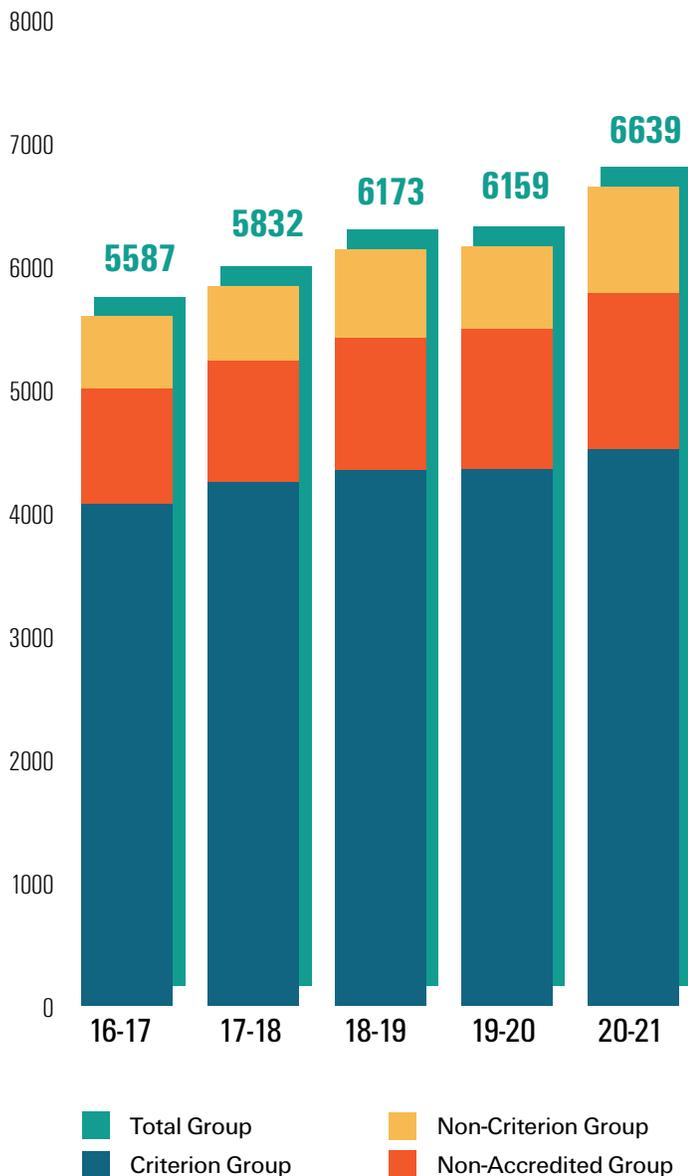
# ICVA's Assessments – Use and Growth

Stats for the licensing and student assessments offered by ICVA for the past 5 years.



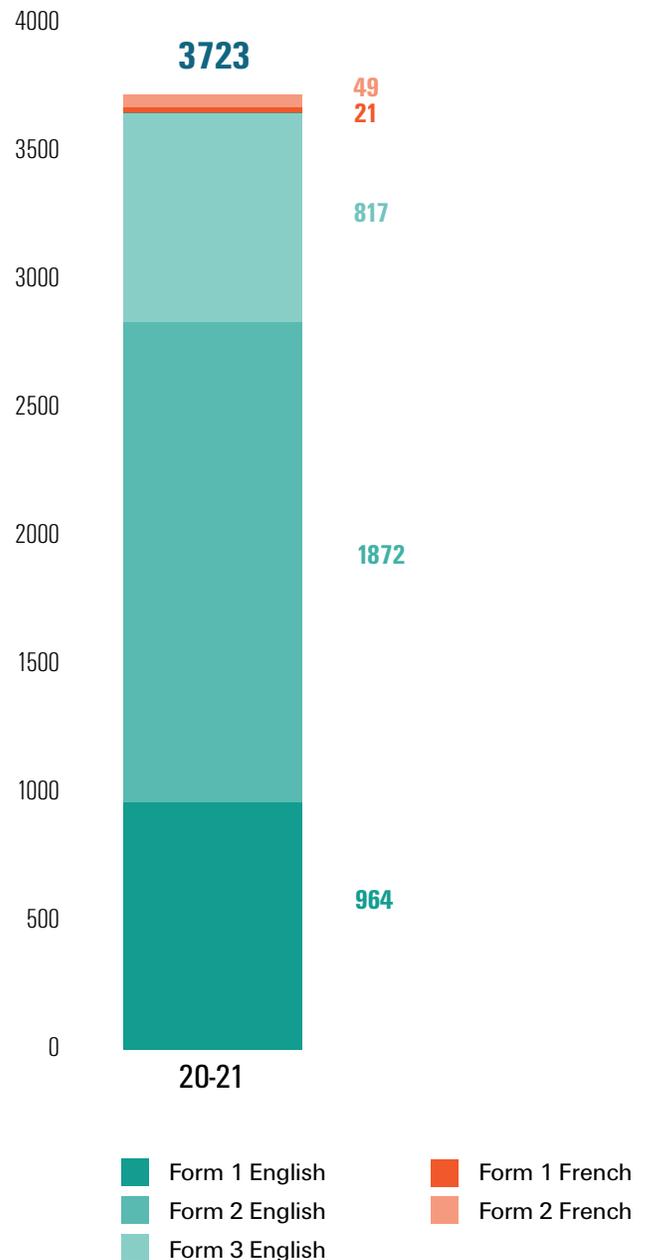
## NAVLE Growth Chart

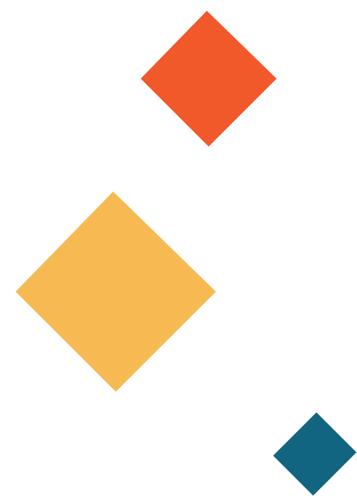
Breaking out the segments of Criterion, Non-Criterion and Non-Accredited candidates helps show the trends over the past 5 years.



## NAVLE Self-Assessment Use Chart

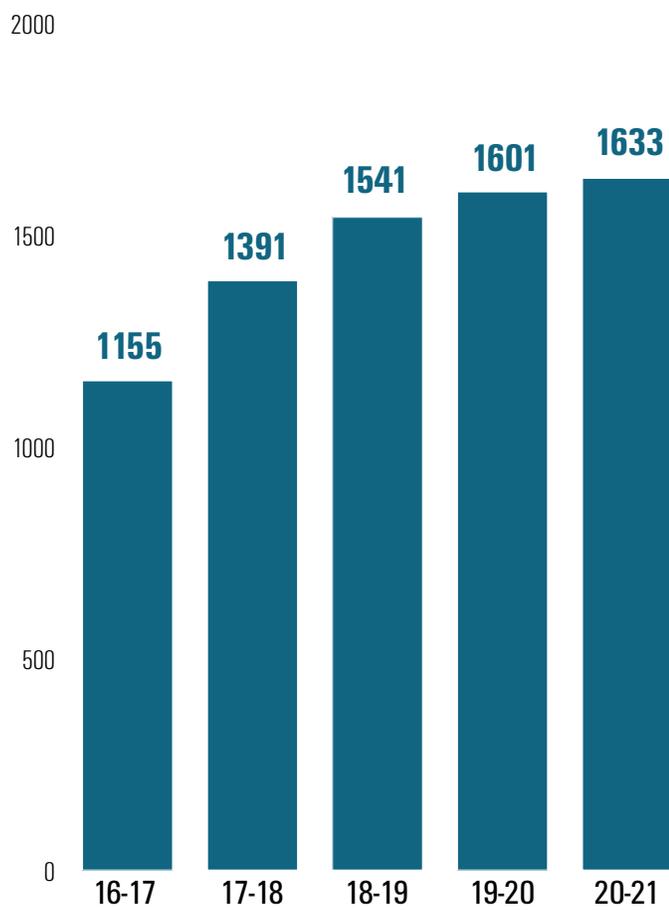
The information below is usage only since new the NAVLE Self-Assessment forms were released on Oct. 16, 2020, with an expanded feedback version.





## VEA Growth Chart

The implementation of remote proctoring in 2020 allowed for continued strong use of VEA to track student performance during the COVID-19 pandemic.



The five main content areas covered by the VEA:



# Species Specific Examinations

At the request of licensing boards, in 2000 the ICVA developed the Species Specific Examinations to evaluate a veterinarian's knowledge in companion animal or equine medicine. Veterinarians may take one or both of the examinations, depending on the needs of the licensing board.

Available in multiple forms of each examination, the 100 multiple-choice exam is only available to licensing boards. Exams are used to assess a veterinarian's competency in disciplinary cases or as verification of competency for a veterinarian who is licensed in another jurisdiction.

The Species Specific exams were recently reviewed and revised, and each form comes with an ICVA-recommended passing standard. Additionally, ICVA implemented options to allow remote proctoring for easier administration.



Species Specific exams given:

# 18

total in 2020/2021  
fiscal year



ICVA implemented options to allow remote proctoring.

# 8

on-line with in-person  
proctoring

# 10

on-line with remote  
proctoring

**18** total  
exams  
administered

**4** different  
countries

Species Specific Testing  
Locations - 2020/2021



\* The remote proctoring of the SSE allows North American licensing boards to administer a Species Specific Examination to wherever their candidate is located (country, time zone, etc).

## 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 veterinary medicine.



### OUTREACH TO STAKEHOLDERS

The ICVA has stayed in constant communication with deans, faculty, licensing board members, the Board of Directors, and candidates to share information and keep all parties informed about the evolving options for NAVLE testing in spring and fall testing windows.



Virginia Tech

Universite de Montreal

Ross University

North Carolina State University

Purdue University

Lincoln Memorial University

Mississippi State University

University of California - Davis

University College Dublin

Oregon State University

### OUTREACH TO VETERINARY SCHOOLS – THE LIFE OF AN ITEM PRESENTATION

Dr. Elizabeth Johnson Million provided *The Life of an Item* presentation as an on-line webinar on four dates, with over 436 total participants from nine countries attending. Dr. Johnson Million also provided *The Life of an Item* as an on-line webinar at the SAVMA convention in February and to a number of veterinary schools in May 2021, including North Carolina State University, Lincoln Memorial University, University of California - Davis, Virginia Tech, Mississippi State University, Oregon State University, Purdue University, University College Dublin, Universite de Montreal, and Ross University.

*The Life of an Item: The NAVLE Demystified* is provided by the International Council for Veterinary Assessment (ICVA) as part of our ongoing commitment to support and guide students through the NAVLE process. Topics covered include: Who develops and administers the NAVLE? What can I do to better prepare for the exam? How are NAVLE test questions created?

ICVA provides this presentation at no cost to veterinary schools or licensing boards.

### NAVLE COMMUNICATIONS

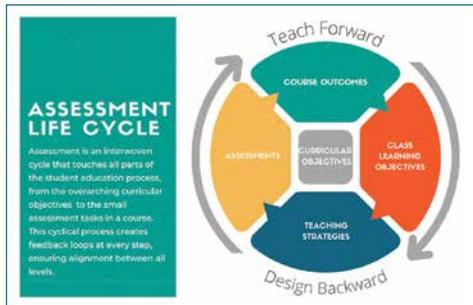
The global pandemic brought about a significant amount of additional work answering questions, providing updates and releasing NAVLE scheduling, and admission permits on a regular basis. Both incoming and outgoing communications more than tripled in a short period of time.



## ICVA ASSESSMENT DEVELOPMENT WORKSHOPS

The ICVA Assessment Development Workshops are interactive workshops created and customized for veterinary school faculty to assist with expanding their methods for assessing veterinary student performance and determining best practices specific to their institution's students, faculty, and administration.

Beginning in February 2021, the first series of workshops was held with the University of Padua (Italy), with recent workshops conducted for the University of Pennsylvania, Texas Tech University, the Virginia-Maryland College of Veterinary Medicine (Virginia Tech), and Purdue University. A workshop is slated for December 6 with the University of Prince Edward Island. Currently, Drs. Kent Hecker, Elizabeth Johnson Million, and Courtney Vengrin provide The ICVA Assessment Development Workshops as on-line interactive sessions to faculty and school administration and are now scheduling dates for the last quarter of 2021 and beyond. Faculty or administrators interested in The ICVA Assessment Workshops should contact Dr. Vengrin.



## ADDITIONAL 2020-2021 INITIATIVES INCLUDED:



### YouTube Channel

Dr. Elizabeth Johnson Million, Assistant Director of Outreach and Engagement, is continuing to develop new videos for the ICVA YouTube Channel. The channel currently has over 400 subscribers.



### Website

Continued enhancements to the ICVA website, including a COVID updates section and FAQs page.



### Marketing/ Communications

Tremendous increase in announcements via email, web, and social media to schools, candidates and licensing boards



### Candidate Bulletin

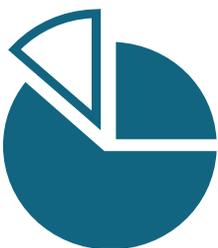
Design update for the NAVLE bulletin for candidates containing important information including procedural and policy details.

## Communications Skills Assessment Task Force

The Communications Skills Assessment Task Force was created by the ICVA Board of Directors in 2020 to further explore how best to assess the competency of communication skills of entry level veterinarians. The CSATF is currently in a research phase, systematically gathering reported evidence of communication skills assessment methods.

## 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 had announced the second year of the Assessment Grant program on April 1, 2020. Due to COVID-19, the entry deadline for the second year of the Assessment Grant program was extended to July 6, 2020. The ICVA received six letters of intent for the 2020 assessment grant program and asked all six teams to submit full proposals by September 30 for consideration. The proposals were reviewed by all members of the Academic Veterinary Assessment Committee (AVAC) and discussed in a virtual meeting on November 23. Comments and feedback were compiled, and the entire working group then reviewed the comments and voted on the final recipients.



## CONGRATULATIONS TO THE 2020 ICVA ASSESSMENT GRANT PROGRAM RECIPIENTS

The AVAC awarded a \$10,000 grant to each to be used by the recipients to execute the selected research proposals:

Grant recipient Dr. Carla Gartrell,  
Midwestern University, College of  
Veterinary Medicine



The first 2020 ICVA assessment grant recipients are Dr. Carla Gartrell and her co-investigator, Dr. Abolfazl Ghasemi. Their proposal is titled "Longitudinal Tracking of Outcomes Assessment: Growth Trajectories of Student Academic Success."

Their study will examine veterinary students' growth trajectories of academic success during their DVM program by tracking their quarterly preclinical grade point averages and one point of their VEA scores as an outcome variable to identify the pattern of academic progress and students' performance on the VEA.

As a grant recipient, Dr. Gartrell said, "My co-investigator, Dr. Abolfazl Ghasemi, and I are overjoyed to receive this generous grant from the International Council for Veterinary Assessment. This grant will support the research needed to provide valuable information about how changes on an individual level over time in academic success relates to the Veterinary Educational Assessment. It is our hope that the results will be beneficial for all veterinary medical educational programs."

Grant recipient Dr. Sam Karpen,  
University of Georgia College of  
Veterinary Medicine



The second proposal that received a grant is titled "Examining the psychometric properties of virtual objective structured clinical examinations (OSCEs) and how the move to online affects the quality of the assessments." This proposal was submitted by Dr. Sam Karpen, Director of Assessment at the University of Georgia.

As a result of the pandemic, much of veterinary education has moved online and may remain online even after the pandemic abates. This study is important since veterinary educators will need to know how this move affects the quality of their assessments.

Dr. Karpen states that "this funding not only provides an opportunity to research cutting edge practices in veterinary education, but also enables me to establish research relationships with experts in curriculum development, educational measurement, and veterinary education."

## 2021 ASSESSMENT GRANT PROGRAM

ICVA announced the third year of the Assessment Grant program on April 1, and extended the letter of intent deadline to June 1, 2021. The ICVA received six letters of intent and from those letters of intent, the AVAC sent invitations for full proposals to all six applicants. These proposals have been reviewed by all members of the Academic Veterinary Assessment Committee and the 2021 ICVA Assessment Grant winners will be announced publicly in early 2022.



# Leadership and Staff

## STAFF

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

Dr. Kent Hecker, from the University of Calgary, Canada joined the ICVA as Chief Assessment Officer on July 1, 2020, a new leadership position.

Dr. Courtney Vengrin joined the ICVA staff on November 2, 2020, as the Senior Director of Assessment, a new leadership position.

Kelly Collins has been promoted to HR Generalist in addition to continuing her role as Executive Assistant.



Dr. Kent Hecker



Dr. Courtney Vengrin



## THE ICVA BOARD OF DIRECTORS

The following officers were elected to serve during the 2021-2022 term:

- Dr. Bruce Louderback, Secretary-Treasurer
- Dr. Karen Robertson, Chair
- Ms. Kathy Bowler, Chair-Elect
- Dr. Maureen Wichtel, Past Chair (filling an unexpired term)

The appointment from the Canadian National Examining Board for the 2021-22 term:

- Dr. Annabelle Denson

The following Board Members completed their ICVA service at the conclusion of the June 2021 ICVA BOD meeting (thank you for your service):

- Dr. Jon Betts
- Dr. Jack Wilson
- Dr. Patty Provost

### 2020-2021 Board Meetings

August 27-28, 2020  
(Delayed from June, Virtual)

January 21-22, 2021  
(Virtual)

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**

## 2020-2021 ICVA BOARD MEMBERS:

**Designated by the American Association of Veterinary State Boards**

Dr. Jon Betts  
Ms. Kathy Bowler  
Dr. Bruce Louderback  
Dr. Helen Tuzio

**Designated by the Canadian National Examining Board**  
Dr. Jack Wilson

**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. Karen L. Robertson, Chair  
Dr. Robert Chersonson  
Dr. Fernando Marqués  
Dr. Patricia J. Provost

**Chief Executive Officer** Dr. Heather C. F. Case

## FORESIGHT PROJECT

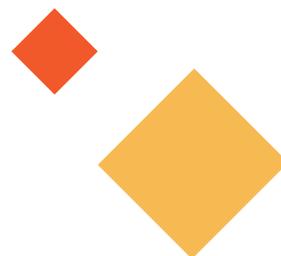
**“What will the role of assessments in veterinary medicine be in the next 10 years, and what can ICVA do to position itself for success?”**

This is the question the ICVA explored over the course of several meetings during the 2020-2021 fiscal year, by completing a Foresight project led by members of the University of Houston Foresight Program. “Looking at trends, scenarios and their implications, we tried to determine how future events will affect ICVA,” explained Dr. Case. “We can then decide what things we can influence now that allow ICVA to have the best possible future.”

The ICVA Foresight Project laid the foundation for the 2021-2024 strategic planning process.

## UPDATED STRATEGIC PRIORITIES

In late 2020, the ICVA Board of Directors worked with Harrison Coerver, author of the book “Race for Relevance”, to create the organization’s 2021-2024 strategic plan. Taking everything they had learned from the Foresight project, Harrison assisted the Board in developing updated strategic priorities and key performance indicators for each goal.



## STRATEGIC PRIORITIES

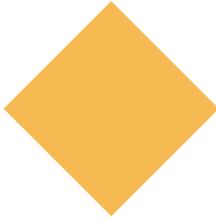
Develop an improved suite of NAVLE assessments in order to measure multiple competencies

Continue to explore and develop additional assessments in veterinary medicine

Continue to develop relationships purposefully and diligently with jurisdictions, organizational stakeholders, students, and competitors

Execute one or more substantive international programs designed to increase ICVA’s global footprint, e.g. assessment workshops, progress assessments

Improve ICVA’s understanding of how diversity, inclusion, equity, and privilege impact ICVA’s work, governance, and products



#### 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.