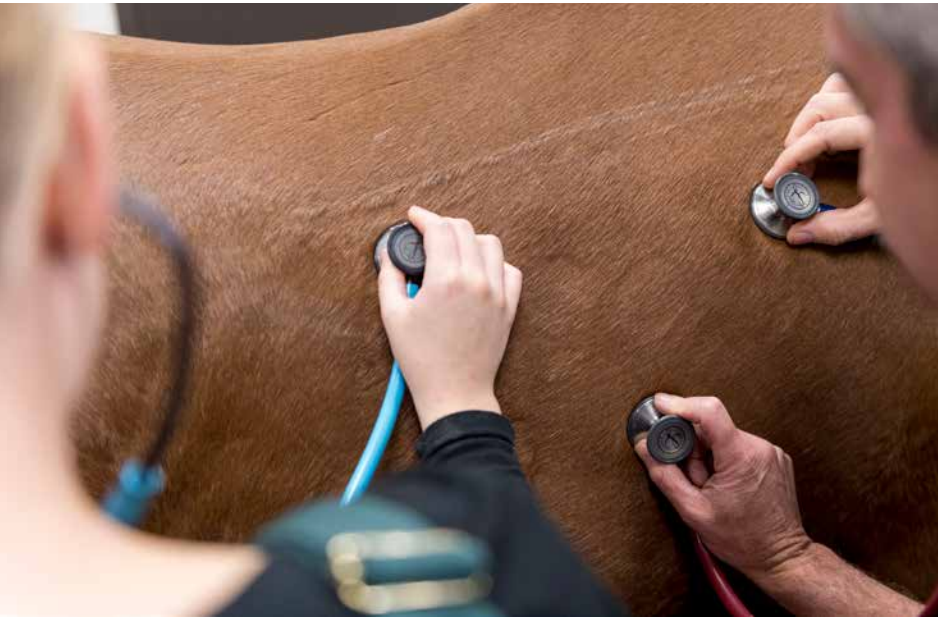




2023
2024
ANNUAL
REPORT

SETTING A HIGHER STANDARD TOGETHER®



Vision

The world leader in veterinary assessments.

Mission

Provide world-class examinations and other assessment tools to protect the public, and animal health and welfare.

Provide leadership and facilitate collaboration throughout veterinary medicine.

Values

Transparency

organizationally and in testing procedures, materials and content

Confidentiality

when collecting and reporting personal information, credit card data, and test scores

Reliability

in relevant test design, implementation, and scoring

Service

to candidates, licensing boards, and society at large

Respect, Civility & Collegiality

towards staff, stakeholders, board members, and across veterinary medicine

Integrity

in all actions and business relationships

Fiscal Responsibility

to ensure continuous improvements in our testing products and customer service, as well as a viable future for our organization

Diversity and Inclusion

treat everyone with fairness, respect and dignity, and purposefully act to attract and retain staff and Board members with a broad range of ideas, viewpoints, perspectives, expertise and experiences reflecting the diversity of the populations we serve. We respect and value these differences and encourage opportunities to learn from and be enriched by them as they challenge us to grow and think differently.

Letter 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 taking ICVA's examinations worldwide.

It has been critical to remain responsive and meet the needs of candidates by adjusting our testing windows. We continued to expand testing windows and encouraged candidates to select dates earlier within the testing windows for their administrations. Now we are preparing to move the NAVLE from two to three annual testing windows, beginning in mid-2025, to assist candidates and boards with the licensure process.

Implementing the strategy established by our forward-thinking Board of Directors, we are expanding the number of team members working directly in program management and continuing to prioritize innovative and creative solutions to better serve the rising amount of candidates while educating and interacting with other professionals in the field. The work we do wouldn't be possible without our amazing volunteers and team members, and their extraordinary efforts are appreciated.

During the 2023-2024 testing cycle, 8,915 candidates took the North American Veterinary Licensing Examination® (NAVLE®), showing a 8.3% increase from the 8,230 candidates who tested during the 2022-2023 cycle. Additionally, we experienced substantial growth with our Veterinary Educational Assessment (VEA), as 2,515 students took the assessment in 2023-2024 – an increase of 45.8% from the previous testing cycle.

We were pleased to announce the 2023 Assessment Grant winner: Dr. Carolyn Legge from the University of Calgary Faculty of Veterinary Medicine for her project, "Does the gamification of reinforcement-based learning affect summative assessment performance? It's a game of Cards." Our ICVA grant program is growing, with a record 16 submissions received by the June 30, 2024 deadline from those looking to continue research into assessment practices in veterinary medical education.

Through the work of our Academic Veterinary Assessment Committee, ICVA has begun development of a progress test for use by veterinary schools to evaluate students throughout the curriculum. This new assessment has al-



Dr. Keith Poulsen



Dr. Heather Case

ready completed an initial blueprinting process, and subject matter experts are starting to review possible items for inclusion in the test, consider item-writing needs, and map out subsequent test development activities. We are thrilled with the tremendous development of the test so far and are looking forward to the next few years as the dream becomes reality.

To serve the veterinary community and the public to our highest potential, we are also continuing to develop an International Activities Task Force to explore opportunities for ICVA to further engage with the international veterinary community in the development of new assessment tools, as well as proceeding with our Diversity, Equity, and Inclusion (DEI) Task Force to ensure that all of our operations are conducted in an equitable manner.

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

Our Assessment Development Workshops have expanded, with team members conducting multiple workshops in both virtual and in-person formats along with continuing the VEA Data Workshops – both of which allow us to assist schools based on their distinct assessment needs.

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

Keith Poulsen
DVM, PhD, DACVIM
ICVA Chair

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

VOLUNTEERS

Thank you to our incredible volunteers, staff, regulatory and academic colleagues, and candidates who all help make ICVA's work possible. We're grateful for the dedicated professionals who want to bolster the collective growth in our veterinary community, creating the amazing results we've experienced since our beginnings as an organization.



THANK YOU!

“

I spend a lot of time writing and improving exam questions in my courses and I love working with small ruminants. This was a good chance to participate in the NAVLE and represent the lesser appreciated species and work to improve how we assess students at the university level. ”

Dr. Stacey Byers

“

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. ”

Dr. Ryane E. Englar

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



Representing

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

Volunteer Opportunities

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



North American Veterinary Licensing Examination

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

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

NAVLE®

8,915

candidates took the NAVLE in 2023-2024

44.4%

increase in test administrations in the last five years

8.3%

increase over 2022-2023 testing window

101,372

candidates completed the NAVLE since 2000-2001

Expanded 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.



NAVLE Item Writers for 2023-2024

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 2023-2024.



Aquatics/Reptile:

Drs. Lester Khoo and Gregory Lewbart



Bovine:

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



Camelidae/Cervidae/Ovine/Caprine:

Dr. Clare Scully



Canine/Feline Behavior:

Dr. Christine Calder



Canine:

Drs. Julie Fixman, Christine Savidge, Gretchen Schoeffler, Danielle Teehan, and Karen Tefft



Equine:

Drs. Rose Baker, Alexandra Delheimer, Jared Janke, Kathleen MacMillan, Tamara Swor, and Jonathan Yardley



Feline:

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



Other Small Animal:

Dr. Bianca Zaffarano



Pet Bird:

None this Year



Porcine:

Drs. Wesley Lyons and Gilbert Patterson



Poultry/Avian:

Dr. Teresa Morishita



Professional Behavior, Communications, and Practice Management:

Drs. Stacy Byers, Victoria Neff, and Amy Snyder



Public Health (ACVPM group Chair):

Dr. Alice Chapman

2023-2024 NAVLE Item, Pool, and Form Review Meetings

November 8-9, 2023

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 2024-2025 testing cycle.

January 16-18, 2024

NAVLE POOL REVIEW MEETING

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

February 22, 2024

NAVLE ITEM WRITER TRAINING WORKSHOP

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

April 8-9, 2024

NAVLE FORM REVIEW MEETING

NAVLE SMEs met in Philadelphia, PA to review and approve NAVLE forms to be administered during the 2024-2025 testing cycle. The SMEs receive 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 participate in this meeting to ensure the content is current.



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 ¹	482	69	855	19.2%	4461
Non-Criterion Group ²	427	65	534	47.1%	1133
Non-Accredited Group ³	395	77	497	64.4%	772
Total Group	462	76	1886	29.6%	6366

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 ¹	448	66	119	33.8%	352
Non-Criterion Group ²	423	53	684	48.4%	1412
Non-Accredited Group ³	404	70	458	58.3%	785
Total Group	420	62	1261	49.5%	2549

(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

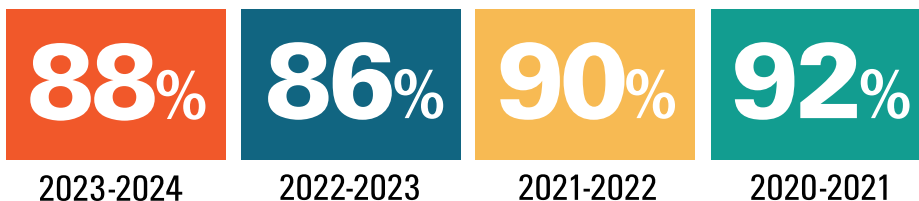
(3) Non-Accredited Group: graduates or senior students of foreign veterinary schools that are not accredited by the American Veterinary Medical Association's Council on Education.

Performance on Both Administrations by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	480	69	974	20.2%	4813
Non-Criterion Group ²	425	58	1218	47.9%	2545
Non-Accredited Group ³	400	72	955	61.3%	1557
Total Group	450	74	3147	35.3%	8915

Ultimate Performance Passing Rate*

for senior students from AVMA-accredited schools



* Includes only second take information for repeat candidates.



Prometric Testing Center Access

For the 2023-2024 testing windows, the expanded testing windows allowed the majority of those candidates to schedule or reschedule without further issues. ICVA continues to work with our test vendor to increase the number of available Prometric testing centers outside of the US and Canada.

Due to increasing candidate numbers, Prometric is projecting that expanded dates for testing will continue to be needed for future administrations. This was a factor in the decision to move to three testing windows per year beginning in mid-2025.

Changes Coming to the NAVLE

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. At the same time, the revised NAVLE retake policy of five attempts is being implemented.

Beginning in mid-2025, the NAVLE will move from two to three testing windows in order to assist candidates with their licensure process.

The 2025-2026 testing cycle:

- October 15 – November 15, 2025
- March 1 – March 21, 2026
- July 13 – August 8, 2026



NAVLE Self-Assessments

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

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

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

NAVLE SA 2023-2024

English

Form 1 – Regular	3218
Form 2 – Expanded Feedback	5098
Form 3 – Regular	2425

French

Form 1 – Regular	61
Form 2 – Expanded Feedback	88



Veterinary Educational Assessment

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

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

VEA[®]

2,515

students took the VEA over three 2023-2024 testing windows at 19 schools

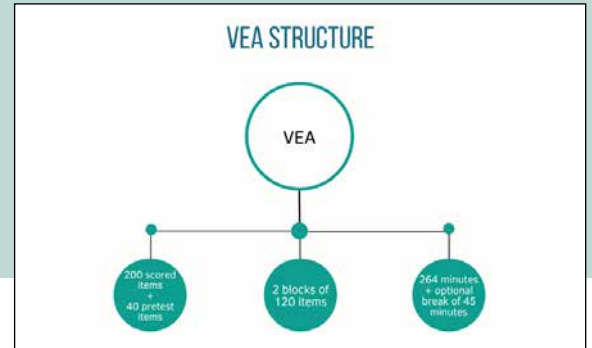
45.8%

increase over 2022-2023 testing window



Remote Proctoring

The option for remote proctoring of the VEA began with the May 2020 testing window, allowing schools to administer the assessment to their students even if they were not on campus. Remote proctoring continued as an option for the VEA 2023 - 2024 testing windows.



VEA Data Workshops

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

Two tracks of workshops are offered with differentiated content for those new to the VEA and those who are seeking more advanced skill-building. The primary workshop — *Introduction to VEA Reports and Data Sets* — is a 90-minute interactive event offered each fall where participants will have the opportunity to review VEA information and ask questions in order to increase their understanding of VEA data.

Facilitators and attendees review sample school and student reports, discuss talking with students about their VEA scores, and create basic analyses of VEA data. The workshop is designed for any new faculty or staff who have become part of the institution and may be unfamiliar with the VEA.

The first of the advanced workshops was offered this spring — *The Basics of Data Visualization* — which allowed participants to develop skills in data visualization while utilizing sample VEA data.

VEA Faculty Review Form

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

100

item streamlined faculty review form

2

complimentary faculty reviews per year

365

faculty VEA review available year-round

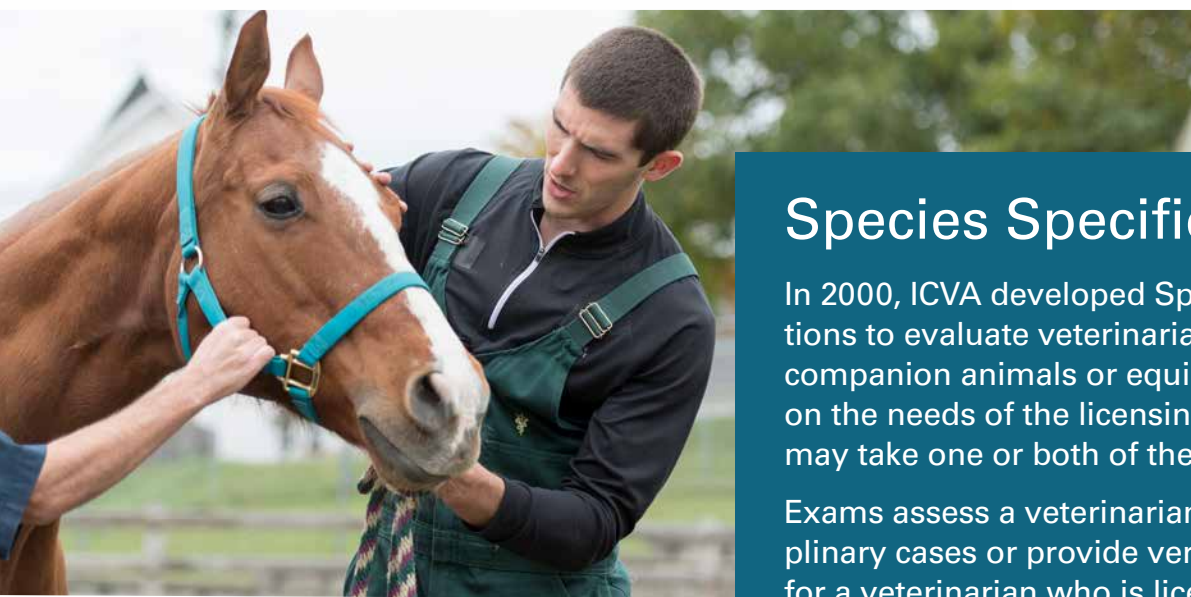
Progress Test Development

ICVA has been developing a new veterinary educational Progress Test and made great strides in 2024. After completing a rapid blueprinting process and having the resultant document approved in late 2023, individuals from AVMA COE-accredited veterinary schools were invited to volunteer on the Progress Test's development. Tasks included mapping the NAVLE and VEA codes to the new Progress Test codes, reviewing retired NAVLE and VEA items for possible use in the test, and recoding selected content to reflect the Progress Test blueprint.

Next steps will include updating references, item revision, and item writing for content areas requiring additional items to meet the test blueprint requirements.



Progress Test



Species Specific

Species Specific Exams

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

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

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



Chief Operating Officer Janine Hawley, one of the presenters of the *NAVLE Deep Dive* at the AAVSB Annual Meeting.

OUTREACH

Mission and Outreach

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

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



Outreach to Stakeholders

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



NAVLE Communications

To handle the continued increase in inquiries from candidates, ICVA retooled the FAQ section of the website, implemented an automatic reply to e-mails with helpful links to assist candidates and others with frequently requested information, and expanded the NAVLE dashboard to provide individualized information to candidates.

OUTREACH

Assessment Development Workshops

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

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

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



Drs. Courtney Vengrin and Kent Hecker at Cornell University College of Veterinary Medicine.



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

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 presented 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, she presented 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

Additional 2023-2024 initiatives included:



YouTube Channel

We continue to maintain our YouTube channel presence, with over 1,500 subscribers and over 24,000 views.



LinkedIn

Launched in 2018, we have increased our LinkedIn posting frequency and we now have 1650 followers, with 361 gained through June 30 in 2024.



Website

Expanded NAVLE Candidate Dashboard provides 24/7 information to candidates, revamped FAQ section assists individuals with common questions



Communications

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

Diversity, Equity, and Inclusion (DEI) Task Force

The DEI Task Force continues work with ReadySet as the consulting group assisting ICVA with DEI strategic priorities. ReadySet conducted an organizational assessment to understand ICVA's current state, utilized this information to develop a comprehensive DEI strategic plan and roadmap for ICVA, and held initial training sessions with ICVA staff and ICVA Board of Directors members on DEI topics. In the upcoming months, ReadySet will continue to assist ICVA in standing up the DEI Task Force, and offer further DEI training.



International Activities Task Force

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

Communication Skills Assessment Task Force

The Communication Skills Assessment Task Force continues to assess the skills essential to providing high-quality care. This group has performed a systematic review to gather evidence regarding communication skills assessment methods that could be used in different testing environments, and are beginning to present the results at a number of global conferences.

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.



OUTREACH

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 celebrated the fifth year of the Assessment Grant program, with the entry deadline of June 30, 2023.

The ICVA received seven letters of intent for the 2023 assessment grant program and asked three teams to submit full proposals by October 30 for consideration. The proposals were reviewed by all members of the Academic Veterinary Assessment Committee. Comments and feedback were compiled. The entire committee then reviewed the comments and noted on the final recipients.



Congratulations to the 2023 ICVA Assessment Grant Program Recipient



Dr. Carolyn Legge, DVM,
MSc, MVSc, DACVP

The AVAC awarded a \$10,000 grant to be used by the recipients to execute the selected research proposal: “Does the gamification of reinforcement-based learning affect summative assessment performance? It’s a game of Cards.”

Investigator Dr. Carolyn Legge, from the University of Calgary Faculty of Veterinary Medicine, will use the funding to address student learning in a way that helps them both learn and practice applying their knowledge, while researchers assess the effectiveness of the process. This study may inform the future application of gamified low-stakes assessments in 4th-year veterinary clinical rotation teaching, learning, and assessment. Additional goals of this research are to produce peer-reviewed publications and add to the literature surrounding the impacts of low-stakes assessments on Intended Learning Outcomes (ILOs), summative assessment outcomes, decision-making competencies, and the perception of assessment experience in veterinary medical students.

2024 Assessment Grant Program

For the sixth year of the ICVA Assessment Grant Program, the dates were shifted slightly, and it was announced on April 1, 2024 with the Letter of Intent deadline set as June 30, 2024. The ICVA received 16 letters of intent and from those letters of intent, the AVAC sent invitations for full proposals to five applicants. The proposals will be reviewed by all members of the Academic Veterinary Assessment Committee and the 2024 ICVA Assessment Grant winners will be announced publicly in early 2025.



LEADERSHIP

Leadership and Staff

Staff

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

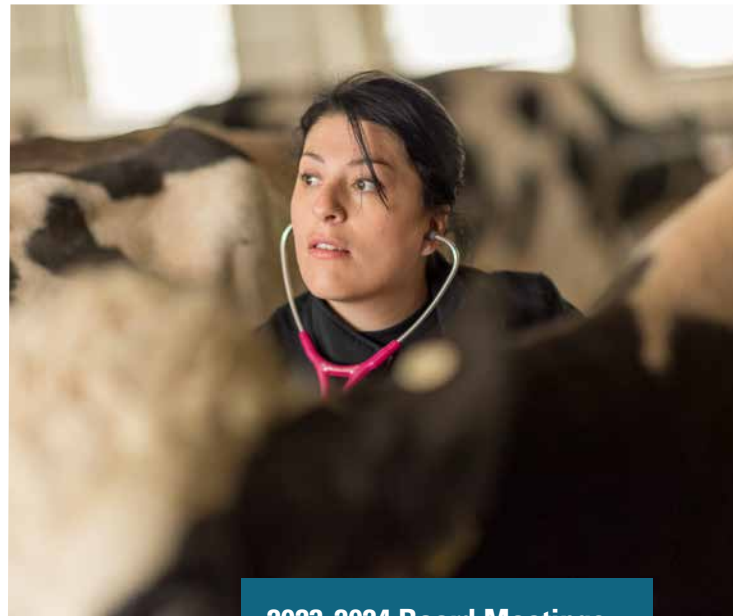
The ICVA Board of Directors

The following officers were elected to serve during the 2024-2025 term:

- Dr. Joe Taboada, Secretary-Treasurer
- Dr. Helen Tuzio, Chair-Elect
- Dr. Keith Poulsen, Chair
- Dr. Fernando Marques, Past Chair

The following Board Members completed their ICVA service at the conclusion of the June 2024 ICVA BOD meeting (thank you for your service):

- Ms. Kathy Bowler



2023-2024 Board Meetings

June 22-24, 2023

January 19-20, 2024

COMPOSITION

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

AAVSB
4 designees
[including a public member]

CNEB
1 designee

AVMA COE
1 designee

AAVMC
2 designees

At-Large
5 directors

2023-2024 ICVA Board Members:

Designated by the American Association of Veterinary State Boards

- Ms. Kathy Bowler, Past Chair
- Dr. Elizabeth Farrington
- Dr. Helen Tuzio, Secretary-Treasurer
- Dr. Frank Walker

Designated by the Canadian National Examining Board

- Dr. Annabelle Denson

Designated by the AVMA Council on Education

- Dr. Joie Watson

Designated by the Association of American Veterinary Medical Colleges

- Dr. Joseph Taboada
- Dr. Maureen Wichtel

At-Large

- Dr. Jason Coe
- Dr. Donna Harris
- Dr. Hilari French
- Dr. Fernando Marqués, Chair
- Dr. Keith Poulsen, Chair-Elect

Chief Executive Officer Dr. Heather C. F. Case

LEADERSHIP

Staff Accomplishments



JANINE HAWLEY

Chief Operating Officer Janine Hawley continues her term on the AVMA's American Board of Veterinary Specialties (ABVS), serving as the psychometric and credentialing/certification subject matter expert. She also was appointed to the Institute for Credentialing Excellence's (I.C.E.) Publications and Editorial Committee, as well as serving on the Examinations Resources & Advisory Committee and the International Relations Committee of the Council on Licensure, Enforcement, and Regulation (CLEAR).



COURTNEY VENGRIN

Senior Director of Assessment Dr. Courtney Vengrin, who serves at ICVA's Diversity Officer, spoke on diversity topics in assessment at the 2024 Iverson Bell Midwest Regional Diversity Summit in St. Paul, MN. She also presented on ICVA-related research at the 2024 AAVMC meeting, and co-authored a chapter on program evaluation in the second edition of *Veterinary Medical Education: A Practical Guide*.



HEATHER CASE

Dr. Heather Case was selected as Chair-Elect for the National Academies of Practice (NAP) Veterinary Medicine Academy (VMA). In addition, she co-presented on assessment and accommodation topics at the Association of Test Publishers annual meeting, and the Institute for Credentialing Excellence (I.C.E.) Exchange annual meeting.



ELIZABETH JOHNSON MILLION

ICVA Director of Veterinary Outreach Dr. Elizabeth Johnson Million was profiled in the University of Tennessee Institute of Agriculture Land, Life & Science Fall/Winter 2023 magazine. The "Great Grads" article highlighted Dr. Million's path in veterinary medicine and her work with ICVA, as well as detailing her alumni activities at her alma mater.



KENT HECKER

Dr. Kent Hecker, ICVA Chief Assessment Officer, co-authored chapters on concepts in assessment, assessment methods, constructive alignment and programmatic assessment, and program evaluation in the second edition of *Veterinary Medical Education: A Practical Guide*. He also presented on assessment topics at the Cornell Veterinary Educators Academy conference in Sarasota, Florida, the Ottawa Conference on the Assessment of Competence in Medicine and Healthcare Professions in Melbourne, Australia, the Annual Conference of the European Board of Medical Assessors in Plymouth, UK, and the Eduverse Summit Canada in Vancouver, British Columbia.



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The International Council for Veterinary Assessment (ICVA) is an independent not-for-profit 501(c)(3) mission-driven organization.