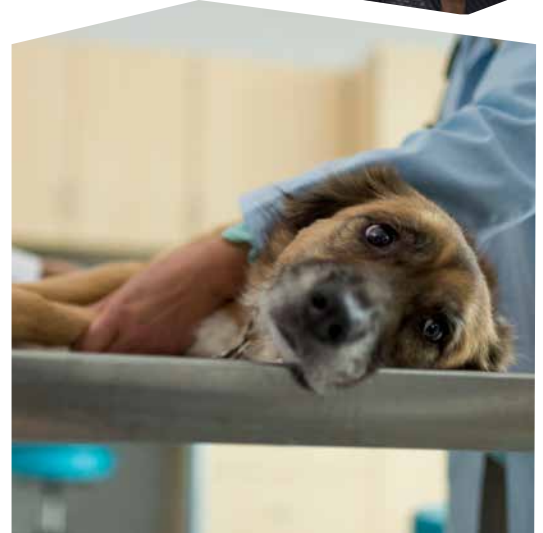




2024
2025

ANNUAL
REPORT

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

Letter from the Chair and CEO

ICVA is celebrating a huge milestone—25 years of the North American Veterinary Licensing Examination® (NAVLE®). As we look back on our history and forward to our future, we are happy to report that test administrations are continuing to proceed successfully, maintaining the world-class standards of our examination process while handling the increasing number of candidates worldwide taking ICVA's examinations.

The ICVA annual report is an opportunity to share what we've done over the last fiscal year, June 1, 2024–May 31, 2025. Throughout these pages you'll learn more about what we've accomplished during that time.

There were a record **9,301** test administrations of the North American Veterinary Licensing Examination (NAVLE) during the 2024–2025 testing cycle, showing a **4.3%** increase from the 8,915 test administrations given during the 2023–2024 cycle. There was also continued growth with our Veterinary Educational Assessment (VEA®), as **2,854** students took the assessment in 2024–2025 (an increase of **78.3%** in the past five years).

Responding to the needs of the veterinary community, ICVA has now moved from two to three annual NAVLE testing windows to assist boards with individuals entering the licensure process. We have also streamlined the ordering, scheduling, and score reporting for the Species Specific Examinations to assist licensing boards in verifying the competence of individuals who are already licensed or have previously been licensed.

ICVA continues to focus on 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 while also expanding the number of team members working directly in program operations, to keep pace with our expanding number of examinees and test administrations.



25 Years of Excellence in
Veterinary Assessment



Dr. Keith Poulsen



Dr. Heather Case

On the horizon, our volunteer committees have continued development of a veterinary educational progress test as well as made 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 branched out in numerous ways to meet with different groups within global veterinary medicine. This year we hosted our first assessment webinar for veterinary educators as well as our first online roundtable discussion session for licensing boards. ICVA also attended a wide variety of in-person events in the US, Canada, and the UK. This allowed us to discuss assessment with students, licensing board representatives, and veterinary educators.

In recent years, our volunteer Academic Veterinary Assessment Committee (AVAC) has administered our ICVA Assessment Grant program. 2024 was the first time the group awarded three different projects funds to help educators conduct research in the field of assessment. ICVA has also been a part of research leading to several published articles and international 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 incredible volunteers, dedicated staff, amazing regulatory and academic colleagues, and examinees as we all strive to fulfill our mission to provide world-class assessments that protect animals and humans alike. As Dr. Helen Tuzio moves into the role of 2025-2026 ICVA Board Chair, we're thrilled to highlight the accomplishments of the last year, and look forward to what else we can achieve when we work together.


Keith Poulsen
DVM, PhD, DACVIM
2024–2025 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 want to support the continued development of our veterinary community, creating the outstanding results we've achieved together as an organization.



Thank you!

“

I did not realize how much work went into making the examinations the best they can be, and I have a much greater appreciation for what is involved and the detailed statistics that go into creating questions. ”

– Dr. Tamara Swor

“

I was inspired by ICVA's commitment to innovation and adaptability. It's exciting to join an organization that embraces new technologies and programs while addressing emerging needs in veterinary medicine with a forward-thinking approach. ”

– Trina Ralph

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



Representing

- 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 Taskforce Members
- Working Group Members
- Assessment Development Committee (ADC) Members
- Board of Directors



NAVLE[®]

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 US 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.

9,301

tests administered in the 2024–2025 testing cycle

108,046

total candidates have completed the exam to date

51.0%

increase in tests administered in the past five years

4.3%

increase over 2023–2024 testing window

Expanded Exam Window Options for Increasing Candidate Numbers

From 2000 to 2019, the NAVLE was 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 in early 2020, and continuing due to increasing candidate numbers, the November–December 2024 NAVLE window was expanded to over six weeks (spanning from November 4–December 21) and the April 2025 NAVLE window was expanded to four weeks (from April 1–April 26).

NAVLE Item Writers for 2024–2025

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 2024–2025.



Aquatics/Reptile:

Dr. Lester Khoo



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. Allan Corber, Julie Fixman, Carolyn Santore, Danielle Teehan, and David Wilkes



Equine:

Drs. Jared Janke, Kathleen MacMillan, Tamara Swor, and Jonathan Yardley



Feline:

Drs. Serge Chalhoub, Ryane Englar, Matthew Kornya, Cara Sener, and Helen Tuzio



Other Small Animal:

None This Year



Pet Bird:

Dr. Christine Higbie



Porcine:

Dr. Emily Taylor



Poultry/Avian:

Dr. Teresa Morishita



Professional Behavior, Communications, and Practice Management:

Drs. Rose Baker, and Amy Snyder



Public Health (ACVPM group Chair):

Dr. Denise Konetchy

2024–2025 NAVLE Item, Pool, and Form Review Meetings

November 6–7, 2024

January 15–16, 2025

February 27, 2025

April 8–9, 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 2025–2026 testing cycle.

NAVLE POOL REVIEW MEETING

With assistance from NBME test development staff, NAVLE SMEs from the US and Canada met in St. Petersburg, FL 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.

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.

NAVLE FORM REVIEW MEETING

NAVLE SMEs met in Philadelphia, PA to review and approve NAVLE forms to be administered during the 2025–2026 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 2024 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	487	67	820	17.6%	4658
Non-Criterion Group ²	434	61	538	42.8%	1258
Non-Accredited Group ³	401	72	557	60.9%	915
Total Group	466	74	1915	28.0%	6831



Performance on Spring 2025 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	459	68	94	39.5%	319
Non-Criterion Group ²	424	49	617	47.7%	1293
Non-Accredited Group ³	401	69	551	64.2%	858
Total Group	420	62	1262	51.1%	2470

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

Performance on Both Administrations by Examinee Group

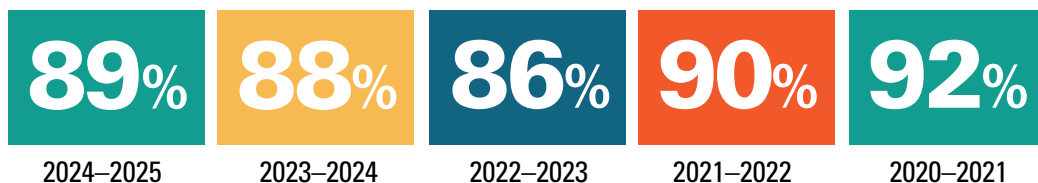
	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	485	67	914	18.4%	4977
Non-Criterion Group ²	429	56	1155	45.3%	2551
Non-Accredited Group ³	401	71	1108	62.5%	1773
Total Group	454	74	3177	34.2%	9301

(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 international veterinary schools that are not accredited by the American Veterinary Medical Association's Council on Education.

Ultimate Performance Passing Rate*

for senior students from AVMA-accredited schools



* Includes only second take information for repeat candidates.

Recent Updates to the NAVLE

Beginning with the Fall 2024 NAVLE, an option was made 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 was implemented.

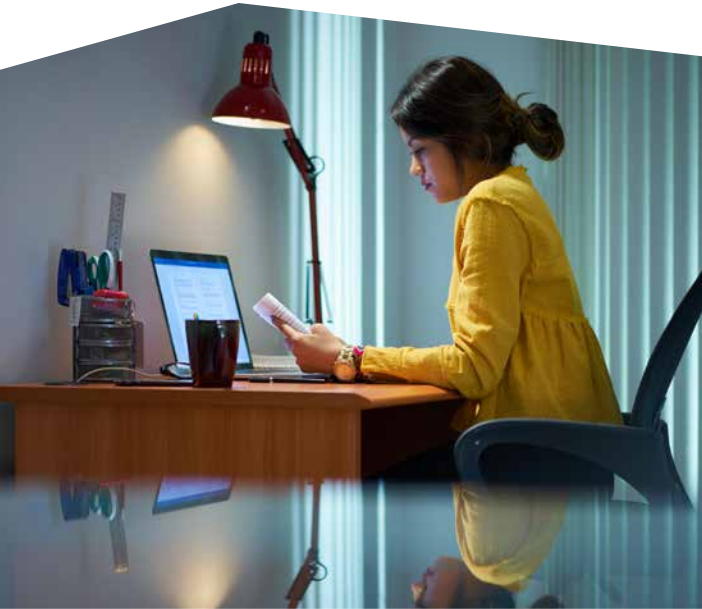
For the 2024–2025 testing windows, the expanded testing windows allowed the majority of those candidates to schedule or reschedule without further issues. ICVA continues to work with our test vendor to increase the number of available Prometric testing centers outside of the US and Canada.



Beginning in 2025, the NAVLE has moved 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.

NAVLE SA 2024–2025

English

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

French

Form 1 – Regular	60
Form 2 – Expanded Feedback	92

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 Practice Analysis

Practice analyses are conducted periodically — such as the previous ones completed in 2003, 2010, and 2017 — to identify the knowledge and tasks critical for safe and effective veterinary practice. The findings are then used to update the NAVLE blueprint, keeping the assessment aligned with the skills and competencies expected of newly licensed veterinarians.

ICVA is partnering with Data Recognition Corporation (DRC) to update the NAVLE exam blueprint and conduct a practice analysis. ICVA plans to launch the survey in Q2 2026, seeking participation from veterinarians across North America to ensure the exam remains current, relevant to new graduates, and reflective of the field.

This initiative offers veterinarians a crucial opportunity to shape the future of the NAVLE and contribute to the veterinary community.



NAVLE Practice Analysis Timeline

Key Activities	Approximate Schedule
Project Kickoff	June 2025
Phase 1: Research and Assemble Committees	July–September 2025
Phase 1: Advisory Committee Workshop	October 2025
Phase 1: Focused Competency Area Workshops	November 2025
Phase 2: Survey Development	December 2025–January 2026
Phase 2: Survey Instrument Finalization and Translation	February–March 2026
Phase 2: Survey Distribution	April 2026
Phase 2: Survey Analysis	May–July 2026
Phase 3: NAVLE Blueprint Finalization Workshop	August 2026
Phase 3: Production of Final Blueprint and Project Report	October 2026



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.

2,854

students took the VEA
over three 2024–2025 testing
windows at 22 schools

78.3%

increase in the past
five years

Flexibility for Schools

The VEA provides flexibility for schools administering the assessment through test vendor technical support covering all time zones worldwide, remote proctoring options, and the ability to easily reschedule examinees within the testing window.



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

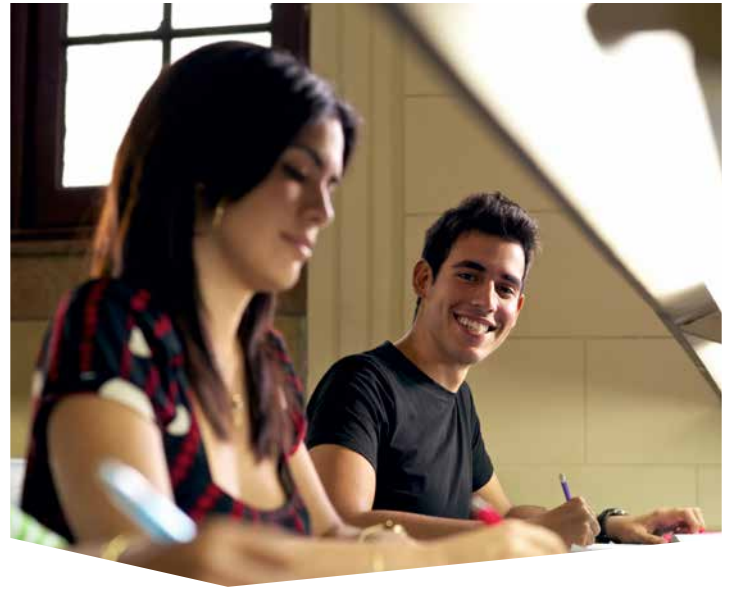
complimentary faculty
reviews per year

365

faculty VEA review
available year-round

Progress Test Development

ICVA's development of a new veterinary educational progress test continued in 2024–2025. Volunteer Subject Matter Experts (SMEs) from AVMA COE-accredited veterinary schools have engaged in a variety of assessment development tasks, including mapping the NAVLE and VEA codes to the new progress test codes, reviewing retired NAVLE and VEA items for possible use in the test, recoding selected content to reflect the progress test blueprint, updating references, item revision, and item writing for content areas requiring additional items to meet the test blueprint requirements. Upcoming steps include form review activities and logistical planning.



Species Specific Exams

In 2000, ICVA developed Species Specific Examinations to evaluate veterinarians' knowledge of companion animal 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.

Species Specific

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:

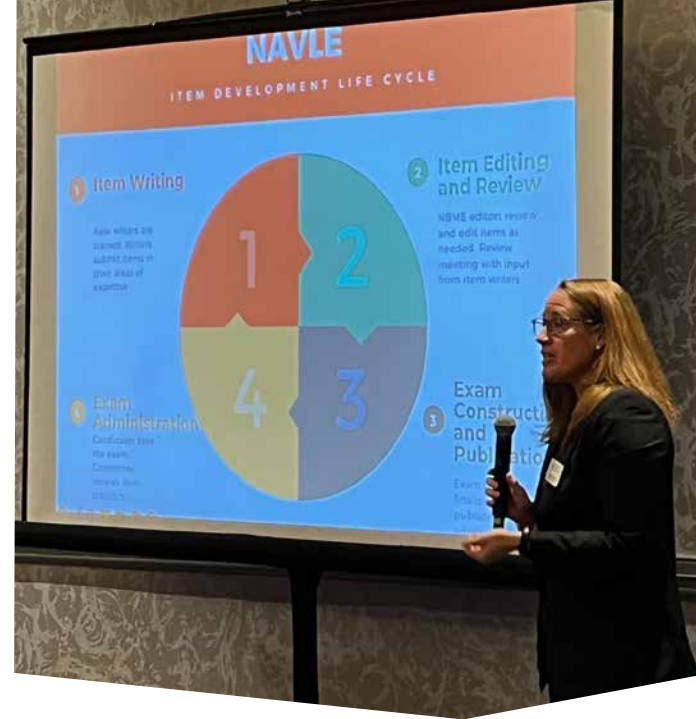
- educating groups on current assessment tools
- identifying unmet assessment needs, and
- creating solutions to assist veterinary medicine.

OUTREACH

Outreach to Licensing Boards

AAVSB Presentation

At the 2024 AAVSB Annual Meeting, ICVA staff presented the *NAVLE Deep Dive*. This 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 included important information for the licensing board community as well as providing a Q&A session for attendees on topics such as the move to three testing windows and the updated NAVLE retake policy.



Chief Operating Officer Janine Hawley presenting the *NAVLE Deep Dive* at the 2024 AAVSB Annual Meeting.

Licensing Board Roundtable

On February 20, 2025 ICVA hosted a roundtable covering a variety of assessment-related topics of interest to the veterinary regulatory community. Moderated by ICVA Chief Operating Officer Janine Hawley, the virtual session focused on the updated NAVLE retake policy. More than 51 individuals from veterinary regulatory agencies representing 30 states and provinces across the US and Canada participated in the inaugural event.

The roundtable was created in response to discussions with licensing agency staff and volunteers, followed by a survey to assess interest and identify priority topics for veterinary regulators.

During the session, ICVA provided insights into the NAVLE retake policy, which limits candidates to five attempts. This policy was introduced not to prevent qualified individuals from becoming licensed veterinarians but rather to mitigate risks associated with unlimited attempts on any assessment.

ICVA appreciates the opportunity for discussion, sharing of best practices, and co-creation of solutions. Participant feedback was incorporated to enhance NAVLE retake policy processes, making it easier for both licensing agency staff and the candidates in their jurisdictions. The feedback will also be used to evaluate topics and timing for future roundtables.



OUTREACH

Outreach to Schools and Students

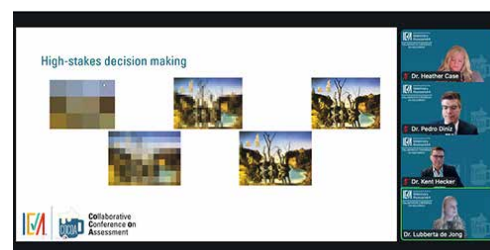
COCOA – Collaborative Conference on Assessment

ICVA's Academic Veterinary Assessment Committee (AVAC) created the Collaborative Conference on Assessment (COCOA) as a recurring forum to address the evolving and critical needs in veterinary education assessment. The series reflects ICVA's and the ICVA AVAC's commitment to supporting meaningful dialogue and advancing the veterinary community's understanding of assessment practices. The first webinar, held on February 27, brought together 158 participants from 53 academic institutions across twelve countries.

The session featured two expert presentations. Dr. Pedro Diniz from Western University delivered a talk titled "Fostering Continuous Quality Improvement with Gen AI," and Dr. Lubberta de Jong from Utrecht University presented on "Implementing a Programmatic Approach to Assessment in Veterinary Curricula."

Following the presentations, participants engaged in a Q&A session. The discussion covered a range of topics related to the two presentations, including advice for faculty and administrators new to AI, how to handle AI hallucinations when using it for teaching or recommending its use for study guides, whether students struggle with the cognitive load and mental health implications of frequent assessments, and how institutions gained faculty buy-in for program-level outcomes and assessments.

Attendee feedback will be used by the AVAC to determine the timing and topics for future sessions.



ICVA Board and staff members after the presentation to the Academic Affairs Committee.

AAVMC Annual Conference

During this year's AAVMC Annual Conference and Iverson Bell Symposium, ICVA provided updates and insights on NAVLE trends, assessment tools, and developments in veterinary assessment. A highlight was the presentation to the Academic Affairs Committee discussing how the NAVLE works, the data behind it, and the psychometrics involved in the process.

ICVA staff and volunteers were able to engage in conversation with attendees, and discuss next steps to continue effective collaborations. The group was pleased to be able to provide the NAVLE information during an in-person session this year, after several years of virtual presentations to the committee.

The presentation also highlighted tools like the NAVLE Self-Assessments and the Veterinary Educational Assessment (VEA), the move to three NAVLE testing windows, and discussed how the upcoming progress test (currently in development) is designed to be a valuable resource by tracking student development and providing useful feedback to the schools.

OUTREACH

SAVMA Symposium

ICVA Board members Drs. Elizabeth Farrington and Hilari French attended the 2025 SAVMA Symposium, held March 20–22 in Davis, California. They delivered ICVA's *The NAVLE: Why the Test Matters and What You Need to Know* and shared NAVLE-related materials and ICVA giveaways at ICVA's booth.

The session was part of the main conference schedule and drew a sizable audience. The presentation began with an introduction to ICVA and the Board, followed by an overview of the NAVLE's® content. The session concluded with a Q&A, and a number of attendees later visited the ICVA booth to ask follow-up questions and collect additional resources.

The shift to three NAVLE testing windows was well received, particularly by early-year students who saw the added flexibility as a valuable benefit.

The 2024–2025 ICVA student liaison Anecia Whitehead also attended and shared NAVLE updates with the SAVMA House of Delegates.



Dr. Elizabeth Farrington



Dr. Hilari French



International Activities Taskforce – UK Trip

In May 2025 ICVA Board members Drs. Keith Poulsen (Chair) and Donna Harris (International Activities Taskforce Chair) traveled with ICVA CEO, Dr. Heather Case; COO, Ms. Janine Hawley; and Chief Assessment Officer, Dr. Kent Hecker to the United Kingdom. This trip was to connect with veterinary schools and regulatory bodies as part of the organization's ongoing commitment to global collaboration and strategic outreach. The weeklong visit included stops in London, Liverpool, Glasgow, and Edinburgh, where the ICVA group met with academic representatives to discuss assessment needs, and opportunities for future partnerships. The delegation also met with representatives from the Royal College of Veterinary Surgeons (RCVS) to explore how ICVA tools may support their needs and work.

During the Liverpool visit, Ms. Janine Hawley and Dr. Kent Hecker delivered a formal presentation to representatives from multiple veterinary schools. They offered insight into ICVA's assessments and the development of the progress test while addressing key questions from attendees.

This visit supports ICVA's broader international strategy, which includes expanding awareness of the NAVLE and other assessment resources, growing relationships with global partners, and identifying veterinary assessment needs worldwide.

ICVA delegation at the University of London Royal Veterinary College.

OUTREACH

Research Projects

VEA Research Article Published

“Basic science knowledge underlies clinical science knowledge and clinical problem solving: evidence from veterinary medicine” was published in *Advances in Health Sciences Education*. The 2024 paper, spearheaded by Drs. Jared Danielson and Rebecca Burzette of Iowa State University, covered research that was done regarding four veterinary colleges that administer the Veterinary Educational Assessment (VEA) and relationships between basic science knowledge, clinical science knowledge, and clinical problem-solving ability. ICVA and NBME staff assisted in the research outlined in the article.

Communications Skills Research Article Published

“Validity evidence for communication skills assessment in health professions education: a scoping review,” an article detailing the ICVA Communication Skills Assessment Taskforce’s scoping review, was recently published in the British Medical Association’s *BMJ Open*.

Authored by Drs. Linda Dorrestein, Caroline Ritter, Zoë De Mol, Maureen Wichtel, Julie Cary, Courtney Vengrin, Elpida Artemiou, Cindy Adams, Heather Ganshorn, Jason Coe, H. Barkema, and Kent Hecker, the paper delves into the process used to gather evidence regarding communication skills assessment methods that could be used in different testing environments. After an initial screening of over 17,000 research articles, the team focused on 146 studies (covering over 98,000 participants), identified gaps in the sources of validity evidence related to assessment method, and suggested ways to address these issues in future studies.

International Conference on Communications in Veterinary Medicine

Research from the ICVA Communications Skills Assessment Taskforce was presented at the International Conference on Communications in Veterinary Medicine, held from November 6–9, 2024 in Niagara on the Lake, Ontario. Dr. Linda Dorrestein, who assisted the ICVA Communications Skills Assessment Taskforce with their recent review of communication skills assessment research, discussed that work in her presentation “Communication Skills Assessment in Health Professions: A Systematic Review of Validity Evidence.” Drs. Cindy Adams and Jason Coe, both members of the ICVA Communications Skills Assessment Taskforce, facilitated workshops and presented at the conference as well.



Additional 2024–2025 initiatives included:

YouTube Channel

We continue to maintain our YouTube channel presence, with over 1,800 subscribers and over 32,000 views.

LinkedIn

Launched in 2018, we have increased our LinkedIn posting frequency and now have 2,529 followers, with 633 gained through June 30 in 2025.

Website

NAVLE Candidate Dashboard further expanded to include previous NAVLE score history and ability to download communications directly from ICVA. Request form page added to update NAVLE contact information.

Communications

Targeted emails with important information to schools, candidates, and licensing boards. Surveys to invested groups to gain feedback on new procedures for continued improvement.

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.

The ICVA received a record 16 letters of intent for the 2024 assessment 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 maximum of three grants have all been awarded.

2024 Assessment Grant Winners



Texas A&M University:

Impact of Student Demographic Background on Rubric Assessment Reliability and Consistency

Led by Dr. Yatta Linhares Boakari, this research addresses a critical gap in veterinary education by evaluating how student demographic backgrounds may influence grading consistency when rubrics are applied to open-ended assessments. The project will validate rubrics used in a key section of the DVM curriculum (reproduction section worksheets) and assess whether demographic factors contribute to grading discrepancies. The goal is to promote more equitable grading practices across diverse student populations.

Data collection for this study commenced in the spring, and analysis will begin in the near future. Funded for two years, the research will proceed in two phases, starting with validating the rubrics in the first year and evaluating their reliability and consistency in the second year.

OUTREACH



Dr. Elpida Artemiou



Dr. Pippa Gibbons



Dr. John J. Dascanio



Dr. Don Rollins



Sina Allahyari

Texas Tech University:

Evaluating Three Standard-Setting Methods for a 13-Station Integrated OSCE and Their Relationship with Mini-CEX Assessment

This study, led by Dr. Elpida Artemiou, evaluates standard-setting methods in Objective Structured Clinical Examinations (OSCEs) and their connection to clinical performance. Texas Tech University's DVM program emphasizes hands-on, community-based learning to prepare students for primary veterinary care, making accurate assessment methods essential for measuring clinical competencies.

The research will compare three standard-setting methods—borderline regression, Angoff, and Hofstee—by analyzing pass/fail outcomes in a 13-station OSCE for third-year students. It will also examine the correlation between pre-clinical OSCE scores and clinical evaluations using the mini-Clinical Evaluation Exercise (mini-CEX).



Dr. Missy Matusicky



Dr. Alison Gardner



Dr. Emma Read



Dr. Emily Feyes



Dr. John Mark Reddish



Sean McCready

The Ohio State University:

The Effect of Standardized Training on Assessor Perception and Scoring of Entrustable Professional Activities (EPAs) in the Clinical Year of a Curriculum-Based Veterinary Medical Program

At The Ohio State University College of Veterinary Medicine (OSU CVM), Entrustable Professional Activities (EPAs) are used for assessing veterinary students' ability to perform key tasks that demonstrate their professional competencies. However, OSU CVM has noticed that entrustability scores remain relatively unchanged across the clinical year, despite a positive upward trend in students' end-of-rotation summative evaluations.

This research, led by Dr. Missy Matusicky, will involve providing a group of clinical assessors with standardized training on how to evaluate students using the entrustability scale before assessing students in the next academic year. The study will then compare the entrustability scores given by trained assessors to those assigned by untrained clinicians.

2025 Assessment Grant Program

For the seventh year of the ICVA Assessment Program, applications opened in April, with the Letter of Intent deadline set as June 30, 2025. The ICVA received 12 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 2025 ICVA Assessment Grant winners will be announced publicly in early 2026.



LEADERSHIP

ICVA Board Leadership

The ICVA Board of Directors

The ICVA fiscal year ended May 31, 2025 and at the June 2025 Board of Directors meeting, the following officers were elected to serve during the 2025–2026 term:

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

The following Board Members completed their ICVA service at the conclusion of the June 2025 ICVA BOD meeting:

- Dr. Jason Coe
- Dr. Elizabeth Farrington
- Dr. Joseph Taboada
- Dr. Joie Watson

Thank you for your service.



ICVA June 2024 Board meeting in Banff, Alberta.

2024–2025
Board Meetings

June 27–29, 2024
January 17–18, 2025

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
5 directors

AAVMC
2 designees

AAVSB
4 designees
[including a public member]

AVMA COE
1 designee

CNEB
1 designee

2024–2025 ICVA Board Members:

At-Large

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

Designated by the Association of American Veterinary Medical Colleges

- Dr. Joseph Taboada,
Secretary-Treasurer
- Dr. Maureen Wichtel

Designated by the American Association of Veterinary State Boards

- Dr. Elizabeth Farrington
- Dr. Winnifred Krogman
- Ms. Patrina Ralph,
Public Member
- Dr. Helen Tuzio,
Chair-Elect

Designated by the AVMA Council on Education

- Dr. Joie Watson

Designated by the Canadian National Examining Board

- Dr. Annabelle Denson

Chief Executive Officer Dr. Heather C. F. Case

LEADERSHIP

Staff Presentations



Heather Case

ICVA Chief Executive Officer Dr. Heather Case co-presented “Test Accommodations: A More Inclusive Approach” and co-hosted a panel discussion titled, “Test Accommodations: Ask the Experts,” at the 2025 Association of Test Publishers (ATP) Innovations in Testing Conference.

Dr. Case assumed the role of Chair for the NAP Veterinary Medicine Academy at the 2025 National Academies of Practice (NAP) Annual Meeting & Forum.



Janine Hawley

ICVA Chief Operating Officer Janine Hawley co-presented “Test Accommodations: Ask The Experts” at the 2024 Institute for Credentialing Excellence (I.C.E.) Exchange and “The New Age of Accommodations: Setting New Standards and Resetting Expectations” at the 2025 Association of Test Publishers (ATP) Innovations in Testing Conference.



Kent Hecker

ICVA Chief Assessment Officer Dr. Kent Hecker presented at multiple conferences in the past year on his work in education and the assessment field, including “Exploring the intersection of cognitive neuroscience and assessment” at the Annual Conference of the European Board of Medical Assessors, a panel discussion of recent research in neuroscience from an educational assessment perspective at the Eduverse Summit Canada, and both a panel discussion on spectrum of care issues and a talk for the Competency-Based Veterinary Education (CBVE) group at the AAVMC's Academic Veterinary Medicine Symposium.

Dr. Hecker also co-authored a paper published in the *Journal of Veterinary Medical Education* titled, “The Veterinary Education and Training Landscape Beyond Graduation: Where Is the Evidence?”

Staff Promotions



Kelly Collins

Kelly Collins, who began with the ICVA as an executive assistant in 2019, was promoted this year to Director of Human Resources. She earned her Society for Human Resources Certified Professional (SHRM-CP) credential in 2023.



Anāsha Lanford

Anāsha Lanford joined the ICVA in October 2024 as Program Operations Support and was appointed Director of Program Operations in 2025. She has led candidate-centric initiatives for the NAVLE program, including partnering with vendors to improve system functionality, redesigning the website, and enhancing communications.



Brittney Ventress

Brittney Ventress joined ICVA in November 2024, beginning as Administrative Support and moving to the role of Business Manager in 2025. Her work includes overseeing financial processing, management of vendor accounts, and technological security.

Staff Retirements



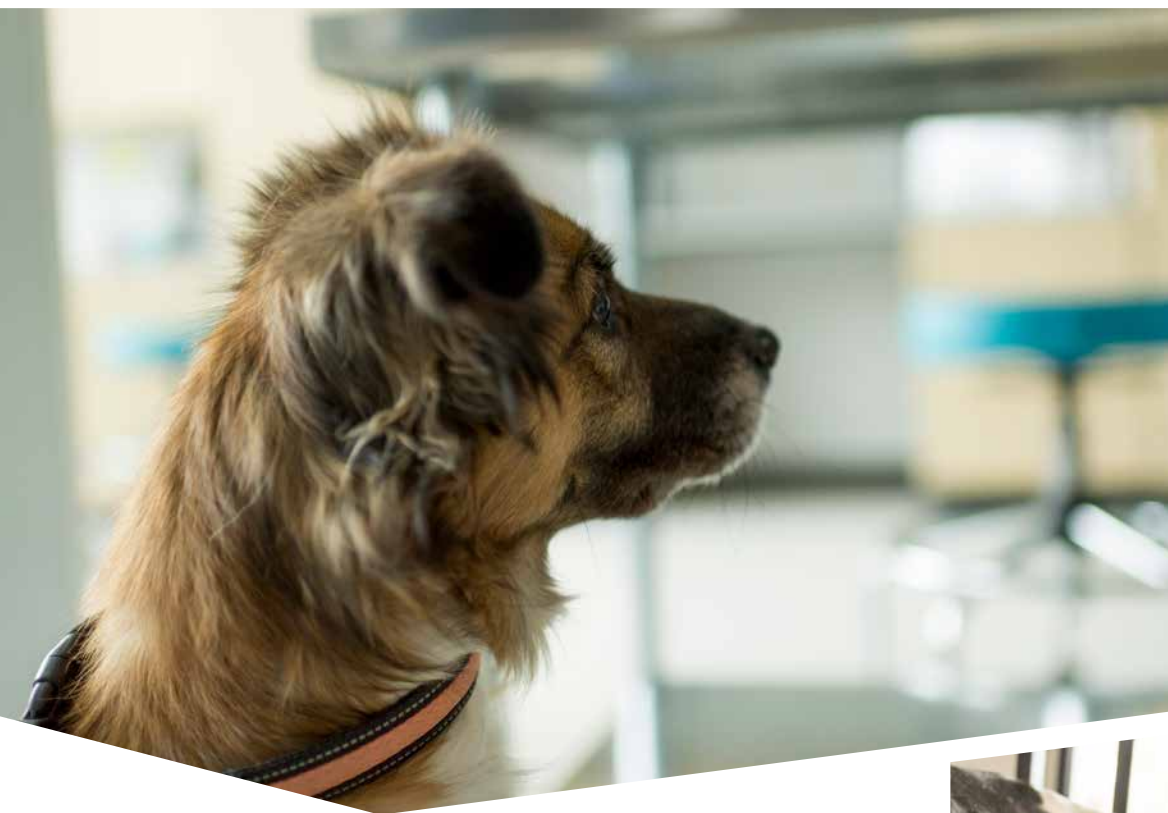
Jeanne Blasewitz

Program Manager Jeanne Blasewitz retired in March 2025, after nearly a decade at ICVA. Her responsibilities included managing accounting tasks, overseeing the NAVLE application process, and coordinating committee work for the Academic Veterinary Assessment Committee (AVAC), the Talent Management Committee (TMC), and the Assessment Development Committee (ADC).



Laurie Holverson

After almost 14 years at ICVA, Laurie Holverson, Program Manager/Meeting Manager, retired in May 2025. Over the years, her responsibilities included handling the NAVLE applicant eligibility approval process, organizing subject matter expert meetings, communicating with item writers, and overseeing their involvement in the exam development process.



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